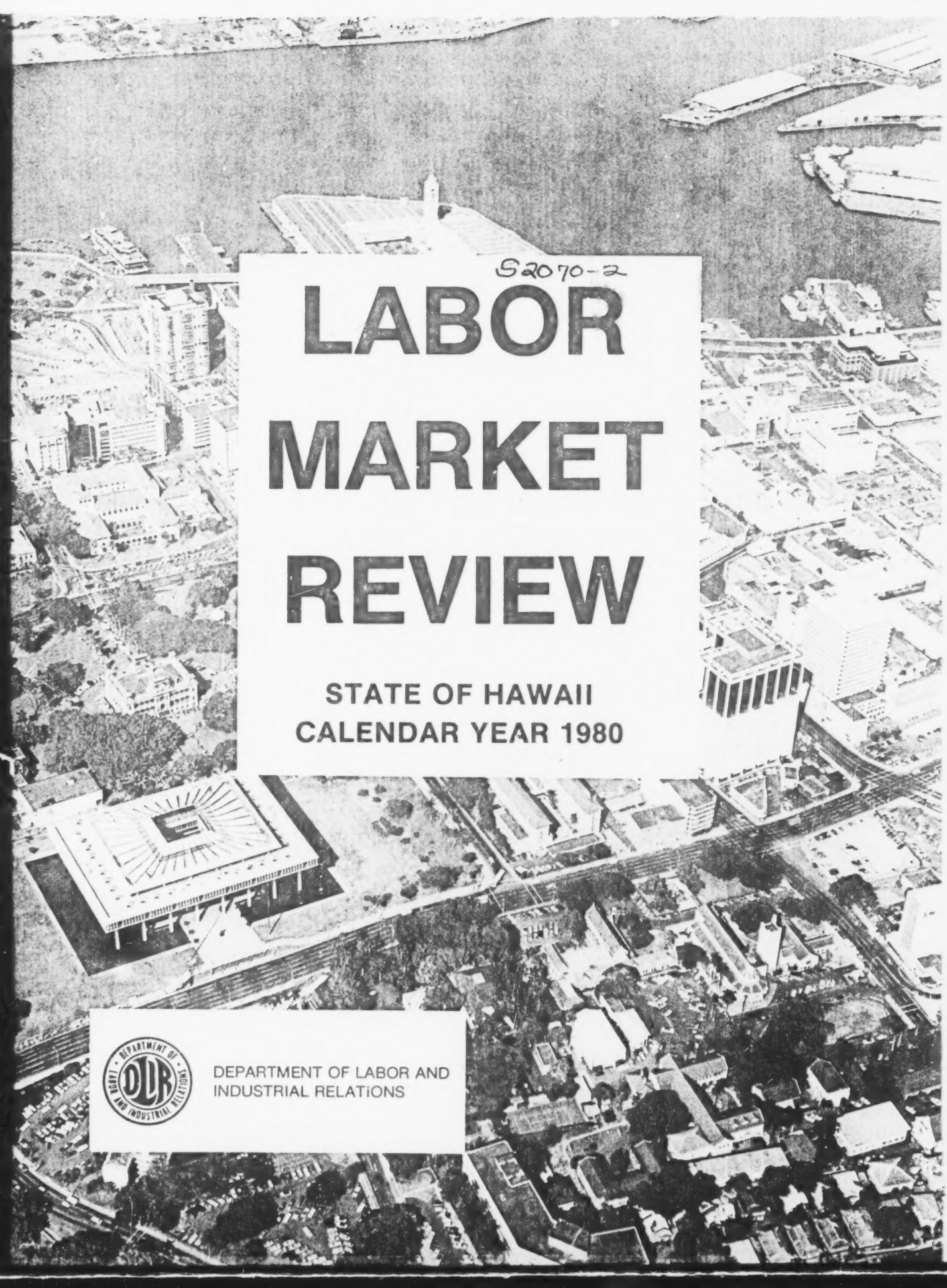


S2070-2

LABOR MARKET REVIEW

STATE OF HAWAII
CALENDAR YEAR 1980

DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS

PREFACE

The **LABOR MARKET REVIEW (LMR)** provides labor force information for the State of Hawaii, the Honolulu Standard Metropolitan Statistical Area (SMSA) and the counties of Hawaii, Maui, and Kauai. Included in this report are population and labor force analyses, summary of occupational needs, employment and training programs, and an outlook. This issue recaps the developments of calendar year (January to December) 1980.

The LMR is a composite of the **Annual Planning Information** and the **Subarea Review**. It is intended to provide local information for employment and training program planning purposes.

Comments and suggestions regarding the format or content of this report are welcome. Please direct inquiries to:

RESEARCH AND STATISTICS
Labor Market and Employment Service
Research Section
State Department of Labor and
Industrial Relations
P. O. Box 3680
Honolulu, Hawaii 96811

The photographs in this publication were provided by the Hawaii Visitors Bureau; University of Hawaii, Relations and Development Office; State Department of Planning and Economic Development; all other photographs from Research and Statistics Office, State Department of Labor and Industrial Relations.

TABLE OF CONTENTS

Page

HIGHLIGHTS 1

DESCRIPTION OF THE STATE 2

DEVELOPMENTS
- Economy 3
- Population 5
- Employment by Industry 6
- Hours and Earnings 12
- Labor Turnover 14
- Unemployment 15
  - Characteristics of Employment Service Applicants 16
  - Characteristics of the Insured Unemployed 18

OCCUPATIONAL NEEDS
- Workers in Surplus 20
- Jobs in Surplus 21
- Outlook 23

BARRIERS TO EMPLOYMENT 24

SUMMARY OF SELECTED EMPLOYMENT AND TRAINING PROGRAMS 25

OUTLOOK 26

DEFINITIONS 28

HIGHLIGHTS:

ECONOMY: Hawaii's economy slackened during calendar year 1980. Tourism was down but other segments of the economy brightened an otherwise dismal picture.

EMPLOYMENT: Statewide, the average number of employed persons was 380,000 in 1980, a minimal 1.6 percent increase from the previous year.

UNEMPLOYMENT: During calendar year 1980, the jobless count decreased by 5,000 resulting in a lower unemployment rate of 5.0 percent.

JOBS: Total wage and salary jobs in the state expanded by 2.4 percent over-the-year to 414,800 in 1980. Miscellaneous services had the largest job gain during this period.

HOURS AND EARNINGS: Employees in all selected industries experienced increases in average hourly and weekly earnings despite some cutdown in the average number of hours worked per week.

LABOR TURNOVER: Labor turnover statistics for the manufacturing industries during 1980 reflected a cautious situation. Both accessions and separations declined.

OCCUPATIONAL NEEDS: A surplus of workers existed with 104,125 applicants registered with the Hawaii State Employment Service (HSES) offices. Statewide, the demand for workers was low as employers registered 37,690 job openings with HSES.

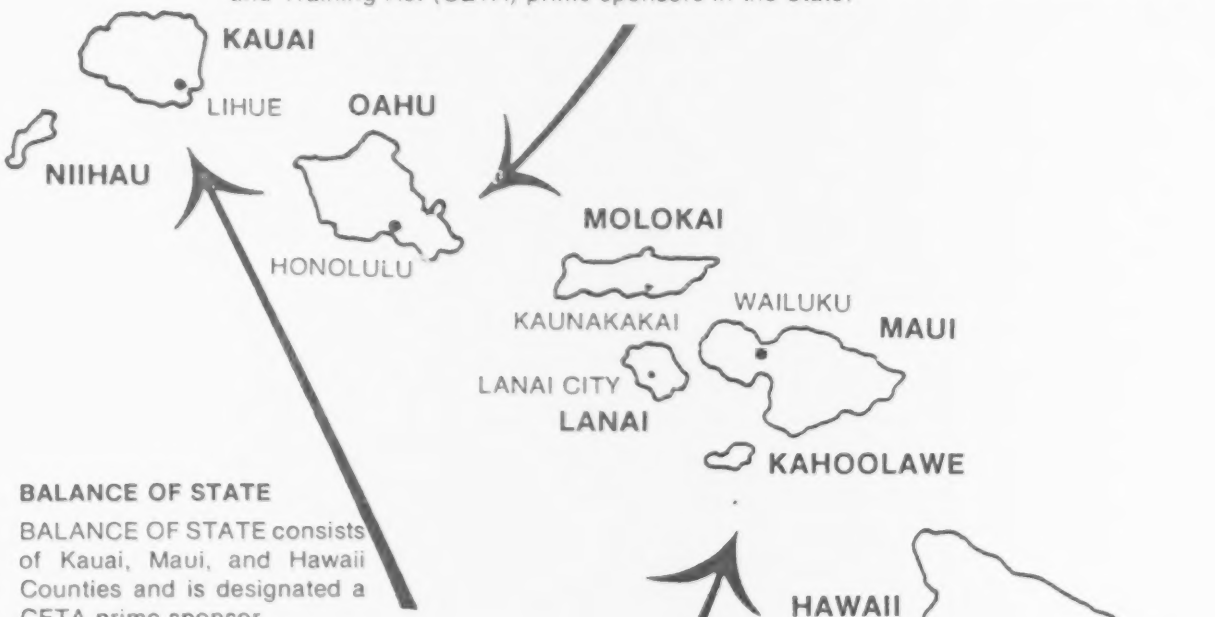
OUTLOOK: The outlook is for continued slow economic growth. Employment and unemployment will advance—the jobless ratio will most likely climb. Job increases will stem largely from the private sector.

DESCRIPTION OF THE STATE:

The State of Hawaii has a land area of 6,425 square miles and ranks 47th in the nation in size. The State consists of seven major inhabited islands: Hawaii, Maui, Oahu, Kauai, Molokai, Lanai, and Niihau. It is organized administratively into four counties: Honolulu, Hawaii, Maui, and Kauai.

CITY AND COUNTY OF HONOLULU

CITY AND COUNTY OF HONOLULU encompasses the entire island of Oahu and is also designated as a Standard Metropolitan Statistical Area (SMSA). Although the smallest county in size (9 percent of the State's land area), approximately 80 percent of the population reside on Oahu. It is classified as one of two Comprehensive Employment and Training Act (CETA) prime sponsors in the State.



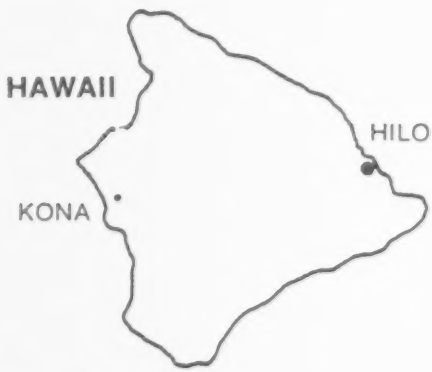
BALANCE OF STATE

BALANCE OF STATE consists of Kauai, Maui, and Hawaii Counties and is designated a CETA prime sponsor.

KAUAI COUNTY includes the islands of Kauai and privately owned Niihau. Combined they make up about 10 percent of the State's land area. Kauai County is the least populous county with 4 percent of the State's population.

MAUI COUNTY includes the four islands of Maui, Molokai, Lanai, and uninhabited Kahoolawe. The combined land area represents 18 percent of the State total. Approximately 7 percent of the State's population reside in Maui County.

HAWAII COUNTY is geographically synonymous with the island of Hawaii. The "Big Island" encompasses 63 percent of the total land area in the State. However, only about 9 percent of the State's population reside in this county.



DEVELOPMENTS:

ECONOMY

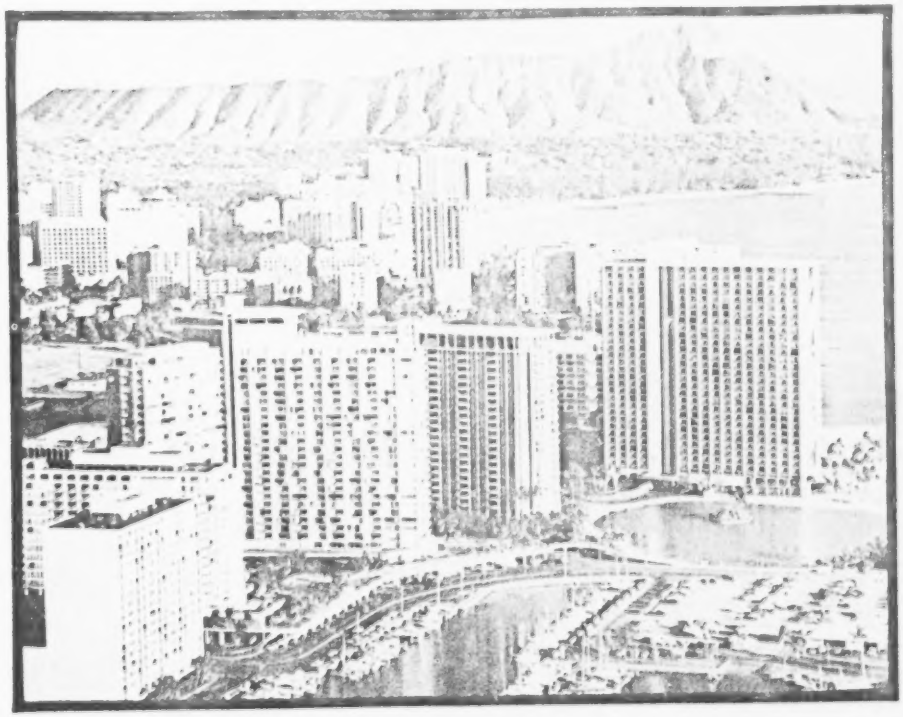
In 1980, Hawaii's economy was less than dynamic, resulting in a year of slow economic growth. Tourism was down slightly as high interest rates and inflation plagued the national economy, which adversely affected travel decisions. However, other sectors helped to fortify the State's economy in 1980. Sugar revenues were up and construction activity remained firm despite bad weather and work stoppages.

Hawaii's total resident **population** reached 965,000 on April 1, 1980, a 25.3 percent increase since the 1970 decennial census. It rose more than twice as fast as the national growth of 11.3 percent. The Neighbor Island counties grew by 45.0 percent over-the-decade compared to Oahu's expansion rate of 21.0 percent. De facto population, which includes tourists present and excludes residents absent, passed the million mark, totaling 1,056,500 in 1980.

Personal income in Hawaii amounted to $9.371 billion in 1980, a 12.1 percent gain over 1979's total of $8.356 billion. However, inflation as measured by the consumer price index increased by 11.7 percent, offsetting a considerable part of this gain. 1980 was the second consecutive year tha. Hawaii's people experienced double-digit inflation. Per capita income climbed to $9,787 during this period.

Visitor arrivals totaled 3.930 million in 1980, down 0.8 percent from the 1979 level of 3.961 million. Tourism experienced its first yearly setback in 31 years, largely the result of a 3.0 percent decline in westbound visitors. These visitors, primarily from the Mainland and Canada, comprise a large portion of Hawaii's tourist industry. Eastbound travelers from the Orient and Pacific were up 8.2 percent in 1980, but this hardly offset the decline felt in westbound traffic.

Visitor expenditures rose by 14.5 percent to $3 billion in 1980. The number of hotel rooms increased to 55,700, up 7.6 percent from the previous year. Fewer visitors and additional hotel units probably contributed to the hotel occupancy rate



View of Diamond Head on the island of Oahu.

ECONOMIC TRENDS DURING PAST DECADE
STATE OF HAWAII

	UNITS OF MEASURE	MOST RECENT YEAR*	YEAR BEFORE	TEN YEARS BEFORE
Population:				
Total Resident	persons	965,000	914,700	769,900
Civilian Resident	persons	903,981	856,800	714,800
Total De Facto	persons	1,056,500	1,012,900	802,700
Civilian Labor Force:				
Total Civilian Labor Force	persons	400,000	399,000	321,550
Employed	persons	380,000	374,000	305,650
Unemployed	persons	20,000	25,000	15,900
Unemployment Rate	percent	5.0	6.3	4.9
Nonagricultural Jobs	jobs	404,250	394,100	293,718
Personal Income:				
Total Personal Income	$ million	9,371	8,356	3,509
Per Capita	dollars	9,787	9,223	4,599
Consumer Price Index, All Items	1967=100	228.5	204.6	114.2
Tourism and Recreation:				
Overnight and Longer Visitors	1,000 persons	3,930 E	3,961	1,747
Average Visitor Census	persons	103,300	104,640	37,631
Visitor Expenditures	$ million	3,000	2,620	595
Hotel Rooms, October	number	55,700	51,782	30,323
Hotel Occupancy, Waikiki	percent	71.7	77.1	74.1
Hotel Occupancy, Neighbor Isles	percent	62.6	70.2	64.8
Defense Expenditures	$ million	1,315 E	1,222	639
Agriculture:				
Crop and Livestock Sales	$1,000	633,570	439,156	213,689
Sugar (Unprocessed Cane)	$1,000	385,100	217,600	110,600
Pineapple (Fresh Equivalent)	$1,000	76,596	69,500	39,500
Other Crops	$1,000	90,625	73,809	21,941
Livestock	$1,000	81,249	78,247	41,648
Sugar Production, 96° Raw Value	1,000 short tons	1,023	1,060	1,162
Pineapple Prod., Canned Fruit and Juices	1,000 actual cases	18,032	18,629	28,784
Employment:				
Sugar (Mill and Field)	jobs	8,900	9,000	10,920
Pineapple (Cannery and Field)	jobs	5,900	5,750	8,390
Construction and Housing:				
Honolulu Construction Cost Index				
Single-Family Residence	1967=100	283.0	266.2	118.0
High-Rise Building	1967=100	289.7	264.3	117.9
Housing Units, April 1	number	334,364	286,854	216,774
Owner-Occupied, April 1	number	137,464	132,813	89,224
Construction Completed	$ millions	1,560.0 E	1,342.2	783.8
Construction Authorizations				
Private Construction	$ millions	1,220.8	882.3	421.9
Government Contract Awards	$ millions	315.7	426.1	150.9

*Most recent year is 1980.

Sources: Bank of Hawaii, Chamber of Commerce, First Hawaiian Bank, Hawaii Agricultural Reporting Service, Hawaii State Department of Labor and Industrial Relations, Hawaii State Department of Planning and Economic Development, Hawaii Visitors Bureau, Pineapple Growers Association of Hawaii, and the Tax Foundation of Hawaii.

decreasing to 71.7 percent from 77.1 percent.

Total **nonagricultural wage and salary jobs** advanced 10,150 to 404,250 for the year, with major additions occurring in the services and finance, insurance, and real estate industries. Employment, as measured by the Current Population Survey, advanced 6,000 to 380,000 while unemployment dropped by 5,000 to 20,000. As a result, the jobless ratio dwindled to 5.0 percent from 6.3 percent.

Construction put in place amounted to about $1.5 billion in 1980—a 16.2 percent increase over 1979. The value of private authorizations (an indicator of future construction activity in the private sector) increased by 38.4 percent, while public contracts awarded for public construction plummeted 25.9 percent. Construction activity was strong in 1980, probably due to the large volume of authorizations issued in 1979.

Defense expenditures increased 7.6 percent to about $1.3 billion in 1980. This increase was primarily attributed to inflation; nevertheless, the large amount of revenue provided by defense expenditures helped sustain the state's economy.

Agriculture brightened the Hawaiian economy in 1980. Sugar highlighted the year, as the value of raw sugar sales increased 77.0 percent to $385.1 million. Pineapple sales were up 10.2 percent to $76.6 million, but production was down for the year. Sales of diversified crops and livestock products continued to expand. Cash receipts of diversified crops rallied to $90.6 million, while livestock amounted to $81.2 million. Major marketing products were cattle ($28.1 million), flowers and nursery products ($27.4 million), and macadamia nuts ($24.2 million).

Secondary industries such as retail trade, finance, and government continued to advance in 1980. Retail sales grew to about $6.4 billion, posting a 10.6 percent gain during 1980. Bank deposits totaled $4.8 billion, up 9.8 percent over the year. State tax collection amounted to $1.3 billion or 11.3 percent over 1979.

POPULATION

According to final tabulations from the twentieth U.S. decennial census, the resident population of Hawaii as of April 1, 1980 was 965,000. This represents a 25.3 percent growth over the 1970 census figure of 769,913.

A survey conducted by the Department of Planning and Economic Development further revealed that the 1980 resident population total included 61,019 members of the armed forces, 64,023 military dependents, and 839,958 civilians other than military dependents. From 1970 to 1980, the civilian and armed forces sectors of the population grew by 26.5 percent and 10.7 percent, respectively. However, while the civilian sector increased steadily over the years, the armed forces experienced fluctuations and its proportion of the total resident population diminished from 7.2 percent in 1970 to 6.3 percent in 1980.

At the county level, all counties in the state recorded gains, and in a trend reversal the Neighbor Islands grew faster than metropolitan City and County of Honolulu. Compared to Oahu's rate of 21 percent, Maui County spurted by 54 percent, Hawaii County by 45 percent, and Kauai County by 31 percent.

Over the decade males, at 51.3 percent, remained slightly in the majority, but their proportion slipped a little as the proportion of females edged upwards. The state's population was relatively young as three out of every four persons were under the age of 44 years in 1980. While the 20 to 44 age group was the largest at 40 percent, the group exhibiting the highest percentage increase was the 65 years and over segment of the population.

Ethnic distribution of the state's population in 1980 revealed that Asian and Pacific Islanders comprised the largest ethnic group at more than 60 percent, while whites represented 33 percent. Although blacks and American Indians made up nominal segments of the population, they more than doubled their population counts from 1970 to 1980.

TOTAL RESIDENT POPULATION STATE AND COUNTIES 1970 AND 1980

	April 1, 1970	April 2, 1980	Percent Change
State	769,913	965,000	25.3
City and County of Honolulu	630,528	762,874	21.0
Hawaii County	63,468	92,053	45.0
Maui County	46,156	70,991	53.8
Lanai	2,204	2,119	-3.9
Maui	38,691	62,823	62.4
Molokai	5,261	6,049	15.0
Kauai County	29,761	39,082	31.3
Niihau	237	226	-4.6

Source: U.S. Bureau of the Census and the Hawaii State Department of Planning and Economic Development.

EMPLOYMENT

STATEWIDE

The statewide labor force situation improved in 1980. The number of employed increased by 6,000 to 380,000, while the number of unemployed decreased by 5,000 to 20,000. As a result, the unemployment rate dropped from 6.3 percent to 5.0 percent. The total wage and salary jobcount advanced by 9,950, a 2.4 percent expansion. Limited gains prevailed for most sectors, particularly in the tourist-related industries which were hit by a slowdown in visitor traffic. Other factors such as bad weather and labor disputes prevented further improvements in the job market.

Miscellaneous services moved up front, outpacing even the trades sector, which has traditionally led job gainers, as the state's growing population created more consumer demands. Up by 3.8 percent or 2,700 jobs, other services totaled 73,950 positions.

Finance, insurance and real estate added 2,050 jobs. Real estate firms sought development opportunities throughout the state, despite the unstable interest rates that posed a dilemma to realtors, developers, financiers, and home buyers.

The **state and local governments** recovered from the United Public Workers' strike and posted employment

LABOR FORCE
CALENDAR YEARS

	STATE OF HAWAII		HONOLULU SMSA	
	1979	1980	1979	1980
Civilian Labor Force	399,000	400,000	313,650	313,200
Unemployment	25,000	20,000	19,100	14,900
Percent Unemployed	6.3%	5.0%	6.1%	4.8%
Employment	374,000	380,000	294,550	298,300
Total Wage and Salary Jobs	404,850	414,800	328,550	335,800
Construction	23,400	23,950	19,000	19,400
Manufacturing	24,000	23,500	17,700	16,700
Transportation, Communication, and Utilities	30,500	30,900	25,350	25,700
Trade	102,900	104,450	85,650	86,900
Finance, Insurance, and Real Estate	31,500	33,550	27,350	29,250
Services and Miscellaneous	95,350	98,850	77,250	79,700
Hotels	24,100	24,950	15,100	15,250
Other Services and Miscellaneous	71,250	73,950	62,150	64,450
Government	86,500	89,050	73,450	75,550
Federal	29,700	30,000	28,500	28,850
State	43,300	45,150	35,100	36,650
Local	13,500	13,900	9,850	10,050
Agriculture	10,800	10,550	2,800	2,650

Source: Labor Force Data Book, State of Hawaii, Department of Labor and Industrial Relations.

NOTE: Except for percents, data are rounded to the nearest 50. Totals may not add due to rounding. Estimates for civilian labor f Population Survey, a people count by place of residence. Wage and salary job estimates are products of the Current Employm

BY INDUSTRY

gains of 1,850 and 400, respectively. **Federal government** jobs also climbed.

Trades gained 1,550 positions, a 1.5 percent growth. The industry suffered at the hands of the tourism slump.

Construction surmounted both economic and non-economic barriers, rising by 550 to 23,950. The high costs and lack of financing, the bad weather in early January, and the carpenters' strike in September slowed down construction activities in the state. Offsetting the odds were the numerous projects already under way.

The **transportation, communication and utilities** jobcount of 30,900 was only 1.4 percent above the previous year. Slower visitor traffic again took its toll as major airlines cut back flights and several tour companies curtailed their operations.

The **hotel** industry gained only 3.4 percent or 850 jobs for a total of 24,950, thanks to the opening of the Hyatt Regency Maui in April. A smaller visitor count, compounded by a mounting inventory of rooms, culminated in lower occupancy rates.

Agriculture and **manufacturing** were the only two industries to record job losses, decreasing by 250 and 500, respectively.

ESTIMATES 1979 AND 1980

BALANCE OF STATE		HAWAII COUNTY		MAUI COUNTY		KAUAI COUNTY	
1979	1980	1979	1980	1979	1980	1979	1980
85,350	86,800	35,400	35,450	32,400	33,650	17,550	17,750
5,900	5,100	2,850	2,350	2,050	1,900	1,000	850
6.9%	5.9%	8.1%	6.7%	6.3%	5.6%	5.6%	4.9%
79,450	81,700	32,550	33,050	30,350	31,750	16,550	16,900
76,300	78,950	30,900	31,550	29,550	31,200	15,850	16,250
4,400	4,550	1,700	1,800	1,950	1,900	700	850
6,300	6,800	2,850	2,800	2,150	2,650	1,300	1,300
5,100	5,200	1,950	1,950	1,600	1,650	1,550	1,550
17,250	17,600	6,950	6,850	6,800	7,050	3,500	3,650
4,100	4,300	1,100	1,200	2,050	2,100	900	1,000
18,100	19,150	6,800	7,100	7,750	8,450	3,600	3,600
9,050	9,650	3,100	3,150	4,250	4,800	1,700	1,700
9,100	9,500	3,700	3,950	3,550	3,600	1,850	1,900
13,050	13,500	6,250	6,550	4,100	4,200	2,700	2,750
1,200	1,150	600	600	300	300	300	250
8,150	8,500	3,950	4,100	2,650	2,750	1,600	1,650
3,700	3,850	1,700	1,800	1,150	1,150	800	850
8,000	7,900	3,250	3,250	3,150	3,150	1,600	1,550

unemployment, unemployment rate, and employment are based on the Current Statistics Program. Balance of State includes Hawaii, Maui, and Kauai Counties.

HONOLULU SMSA

With all signs pointing to the contrary, Honolulu SMSA's labor force picture in 1980 showed improvement. While the number of employed persons increased by 3,750 to 298,300, the 4,200 decrease in the unemployment count to 14,900 resulted in a lower unemployment rate. The jobless rate fell from 6.1 percent in 1979 to 4.8 percent in 1980. The total wage and salary jobcount grew by 2.2 percent to 335,800, which was about one-half that in 1979. This was attributed to subdued growth in the majority of industries, particularly those affected by the slack tourist trade.

Other services added 2,300 or 3.7 percent more jobs as the population expanded. Medical services, energy research, amusement facilities as well as social services continued to experience growth.

Finance, insurance and real estate increased by 1,900 jobs to a total of 29,250, despite the slowdown in real estate activity due to high mortgage rates. In the financial sector, changes in federal regulation of savings and loan operations opened the way to the availability of more services and the need for additional staff.

Government employment increased as all three sectors recorded job gains. State government payrolls were up by 1,550 while local government added 200 more positions. The hiring of Census enumerators was partly responsible for the federal jobcount going up by 350.

The decline in visitor traffic was readily evidenced in the **trades** industry, which provided 1,250 more jobs in 1980 than in the previous year for a growth rate of 1.4 pecent. The trend toward neighborhood shopping centers seemed to take over. The Kaimuki Shopping Center with its own Longs Drugs, Times Supermarket, fast food restaurants, and other outlets; the renovated Nanakuli Shopping Center; and various mini-complexes dotted the island. The year also saw the state's fourth largest shopping complex, the Royal Hawaiian Center in Waikiki, open for business. This six-and-a-half acre complex of shops and businesses houses new branches of McInerny, the Ritz, Andrade's, plus 150-200 other operations.

Growth in the **construction** industry was set back considerably by a combination of factors: bad weather, strikes at cement plants in the spring, and a four-week carpenters' strike in September. The increase in construction payrolls was limited to 400 positions or 2.1 percent, compared with the 11.2 percent growth in the previous year. The high interest rates which took hold early in the year did not have much of an impact on the industry as there was enough work in progress. Several major projects in both the private and public sectors sustained the industry. These included: the $95 million Hilton Hawaiian Village Tapa Tower, the $60 million Windward Mall, the $44 million Craigside condominium, the $35-50 million Kuapa Kai Shopping Center in Hawaii Kai, the $35 million 36-story Century Square office-condominium complex, the $30 million Honolulu District Court building, Grosvenor Center's second tower costing $27 million, and a $24 million new State Office building.

Transportation, communication and utilities gained 350 positions for a 1.4 percent expansion. Deregulation of the airline industry eased the way for several lines to cut back some flights as the slowdown in visitor traffic greatly reduced passenger loads. Communication and utilities added positions as changes in technology and user needs demanded greater servicing.

For the first time since 1949 there was a decline in the total number of visitors to the state compared with the previous year. As a result, **hotel** employment increased by only 1.2 percent to 15,250. The bulk of the tourist decline was attributed to a decrease in the westbound traffic, particularly from the midwest and east, which have been hardest hit by the nation's economic slowdown.

Over-the-year decreases were reported in agriculture and manufacturing. **Agriculture** suffered a loss of 150 positions, primarily due to bad windstorms and rains that occurred during January. In **manufacturing** disruptions, primarily the work stoppages in local cement plants in the spring, cut back positions by 5.7 percent or 1,000.

BALANCE OF STATE

Labor force estimates in 1980 for the balance of State (BOS)—Hawaii, Maui, and Kauai counties—demonstrated the resiliency of the diversified neighbor island economies. The civilian labor force advanced from 85,350 in 1979 to 86,800 in 1980. Unemployment declined by 800 to 5,100 while employment climbed by 2,250 to 81,700. The resultant 5.9 percent unemployment rate was 1.0 percentage point below that of the previous year. Reflecting the state's efforts to redistribute development in the islands, the growing population and expanding activities in the BOS generated more jobs. All industries except agriculture and federal government recorded job increases, although a statewide tourism slump greatly tempered growth on all islands. The total jobcount increased by 3.5 percent to 78,950.

Hotel jobs rose 7.1 percent to 9,650, primarily due to the opening of the Hyatt Regency Maui in April. Occupancy rates fell as a result of more hotel rooms and fewer visitors.

Manufacturing made a substantial improvement of 8.0 percent for a total of 6,800 jobs. A major contribution came from Maui's resurging production of pineapple and its byproducts.

Government advanced by 450 jobs. Increases were recorded in the state (+350) and local sectors (+150). Federal government declined by 50.

Miscellaneous services met increased demands from a growing population with 4.4 percent additional hirings for a total of 9,500.

Trades grew 2.0 percent to 17,600. The industry was hampered by tight credit and the tourist slump. Most accessions were in retail businesses.

Finance, insurance and real estate boosted its total jobcount by 4.1 percent to 4,300. Maintaining its growth were investments in real estate and expansions of financial institutions.

Contract construction climbed by 3.8 percent for a total of 4,550 jobs. The industry suffered from the high cost and lack of financing, bad weather conditions early in the year, and the month-long carpenters' strike in September. Activities continued in resort and residential projects, as well as commercial ventures, despite growing public concern and protests and county restraints on resort construction.

Transportation, communication and utilities added 100 jobs despite the curtailment of airline and ground transportation operations.

Agriculture declined by 100 to a total of 7,900. Most of the job losses was attributed to fruit damage from January's wind and rainstorms.

Hyatt Regency Maui Hotel on the island of Maui.

HAWAII COUNTY

In 1980 there was an overall growth in Hawaii County's economy, despite it being most affected by a statewide slowdown in tourism. Unemployment declined to 2,350 from 2,850, while employment eased upwards to 33,050, resulting in a 6.7 percent jobless rate. Reflecting the advancements made in diversifying its economic base, the Big Island's wage and salary jobcount increased by 2.1 percent or 650 positions.

Miscellaneous services generated 250 jobs, a 7.3 percent ascent from 1979. Contributing to the jobcount was the county's growing population. Alternate energy research also escalated on the Big Island, luring more scientists from private, academic, and government sectors.

Government rebounded in 1980 as the state and local sectors added 150 and 100 jobs, respectively.

Construction maintained a steady volume of activity and increased its jobcount by 100. The industry was not without problems, however, as temporary shutdowns occurred during a carpenters' strike and during heavy rains in the first half of the year. A tighter squeeze on financing also deferred housing starts. Hotels and resort condominiums remained the backbone of the industry with developments such as: Mauna Lani Resort and the Sheraton Royal Waikoloa Hotel in South Kohala, Kona-Pacific condominium in Kailua-Kona, and Phase II of the Kanaloa at Keauhou condominium. Government projects included: educational facilities at the University of Hawaii at Hilo and the first phase of the new Hilo Hospital.

Finance, insurance and real estate also added 100 positions to its payroll. The gain was facilitated by booming investments particularly in the Kona-Kohala area. The opening of the following institutions also aided the increased jobcount: First American Title Company of Hawaii, Hawaiian Federal Savings and Loan Association, and First Federal Savings and Loan Association.

Geothermal Field in Puna, Hawaii County

The recessionary trend in tourism was responsible for **hotel** employment increasing by a modest 2.4 percent or 50 jobs, and **transportation, communication and utilities** remaining unchanged. The slump in tourism impacted the airline industry as United, Continental, and Western Airlines suspended direct service to the Mainland. The flat tourist industry also forced the closing of Hawaiian Scenic Tours and Slim Holt Hawaii.

Agriculture, too, reported no change in its jobcount. Macadamia nuts and papaya yields were up from 1979 figures, and anthuriums and potted foliage production and sales also continued to soar in 1980. Substantial fruit damage from January rain and windstorms, however, prevented the industry from making any improvements in its employment count.

Manufacturing underwent a mild loss of 50 positions. Accounting for much of the decrease was a slip in the sugar sector due to lower sugar yields.

The **trades** industry, however, suffered the most, losing 100 jobs over-the-year. The decrease was attributed to tight credit and fewer visitors.

MAUI COUNTY

In 1980, the growth of Maui County's economy began to slacken as tourism declined. Employment, however, rose by 1,400 to 31,750, while the number of unemployed fell by 150 to 1,900. The combined forces lowered the unemployment rate from 6.3 percent in 1979 to 5.6 percent in 1980. The total jobcount advanced by 1,650 positions, a 5.5 percent gain.

Despite the lag in tourism, **hotels** registered a 13.9 percent rise in its jobcount by adding 550 positions. This increase was attributed to the opening of the Hyatt Regency Maui in April.

Manufacturing hired 500 more employees in 1980, a 23.4 percent boost from 1979. Of primary contribution was the employment of more workers in the pineapple sector due to increased production of the fruit. The industry also observed prolific results for two pineapple byproducts: Tedeschi Winery's Maui Blanc and sparkling pineapple wine. In other fruit production, Orchards Hawaii, Ltd., expanded its production and acreage; it also accommodated individual growers of passion fruit and guava. Sugar mills also contributed to the higher jobcount. Hawaiian Commercial and Sugar reported a record

raw sugar production resulting from an additional crop from Wailuku Sugar plantation.

Increases in retail employment led the **trades** industry to a moderate 4.1 percent ascent, or 250 new jobs. Establishments that opened in 1980 included: stores in the Kapalua Shops, Kramer's Maui in the Kaahumanu Center, Phase II of Azeka's Place in Kihei, and Lahaina's Burger King.

Government responded to the needs of the people and generated 100 more positions, all in the state sector.

Finance, insurance and real estate posted a gain of 50 jobs. The condominium market experienced a deceleration in sales but continued to move steadily upwards.

Transportation, communication and utilities also added 50 jobs, despite a decrease in the number of visitors. Communication systems were expanded and improved to accommodate the needs of the growing population.

Other services also went up by 50, as more services were made available to the residents of Maui County. In addition, National Car Rental of Hawaii opened a new office at Kaanapali Airport to service the travelers in West Maui.

Agriculture maintained its 3,150 jobcount. Heavy rains and smut disease reduced sugar yields. Rainstorms also lowered pineapple yields, but causing more alarm to the pineapple growers was a call for ban of the pesticide DBCP. The industry, however, won an exemption from the ban on DBCP usage. In diversified agriculture, acreage, production, and sales of protea, wine grapes, and guava increased. C. Brewer and Co. also converted some of its Wailuku Sugar Co. acreage to macadamia nuts.

The **construction industry** suffered from the high cost and lack of financing, bad weather conditions early in the year, a month-long carpenters' strike in September, and extensions of water moratoriums in Central Maui, West Maui, and the Kula regions. As construction activities in the county declined, the industry saw its jobcount drop by 1.7 percent or 50 jobs.

KAUAI COUNTY

Labor force estimates for 1980 reflected the overall economic growth in Kauai County. With an increase of 350 in employment and a decrease of 150 in unemployment, Kauai's unemployment rate dropped to 4.9 percent. Consistent with the above figures, total wage and salary jobs rose by 400.

As in 1979, **construction** proved to be the most vigorous industry in Kauai's economic system, adding 150 jobs. Activity continued to flourish in resort and residential projects as well as in commercial ventures, despite growing public concern and protests from environmental groups over the destruction of the Garden Isle's natural beauty, county controls intended to discourage resort construction, and a two-year moratorium on applications for water service in the Koloa-Poipu area. A strike by carpenters in September also led to the shutdown of several construction projects. Major developments included: condominium projects at Princeville and Poipu; a $20 million expansion to the Sheraton Kauai; the $46 million Waiohai Hotel; the Kukui Grove Center; the controversial Nukolii resort project; Sun Village, the first retirement condominium of its kind in the state; and highway, sewer, flood control, and low- and moderate-income housing projects.

Trades also rose by 150 to 3,650 as retail establishments such as Foodland and McDonalds in the Waipouli Town Center and the new Pay 'n Save store in Lihue opened for business.

Augmented by 100 persons, **finance, insurance and real estate** posted the third largest percentage gain. This was primarily attributed to the boom in real estate development.

Catering to the needs of the people, **other services** and **government** each generated 50 more jobs. In government, the state and local sectors each added 50 employees, while the federal jobcount went down by 50.

Industries which experienced no change in their jobcounts included **manufacturing**; **transportation, communication and utilities**; and **hotels**. In manufacturing, drought and heavy rains reduced sugar yields, while a statewide slump in tourism sent a ripple through Kauai's economy and plagued a number of the other major industries. Reduced passenger volume and an increase in hotel rooms resulted in lower occupancy rates for Kauai.

Agriculture slipped by 4.6 percent, losing 50 positions. Contributing factors included the shutdown of Kilauea Agronomics Inc.'s 100-acre prawn farm and January's storms which caused a decrease in the production of papayas. Guavas, however, made a substantial leap as Kilauea Agronomics harvested an estimated one million pounds of the fruit. A new method of irrigation and a high-yield smut-disease-resistant sugarcane improved yields for sugar producers, but 1980 figures were still disappointing due to a drought early in the growing season and heavy rains late in the season.

HOURS AND EARNINGS

A survey of hours and earnings is conducted monthly by the Hawaii State Department of Labor and Industrial Relations in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. This sampling of wage information from selected industries throughout the state provides estimates of gross weekly earnings, length of work week, and hourly pay rates for non-supervisory workers. The sample includes all persons who work full- or part-time or receive pay during the week that includes the 12th of the month. Paid holidays, sick leave, overtime, and vacation are included.

Between 1979 and 1980, workers in all industries in the **State** registered increases in average hourly and weekly earnings. In most instances, this occurred despite lower average weekly hours worked per week.

On an hourly basis, pay hikes ranged from 28 to 82 cents per hour. Workers receiving the biggest gains were employed in food processing (10.3 percent), communications and utilities (9.6 percent), and textile and apparel (8.7 percent). Those workers experiencing the smallest improvements were employed in wholesale trade (6.3 percent), hotels (6.3 percent), and printing and publishing (6.9 percent). Construction workers were the highest paid at $11.85 an hour; the textile and apparel workers, at the lower end of the scale, were compensated an average of $3.86 an hour.

Over the year, average weekly hours varied widely from industry to industry; nonetheless, a majority recorded shorter work weeks. Workers in the laundry business experienced the most significant cutback, working one hour less per week, while

HOURS AND EARNINGS FOR SELECTED INDUSTRIES STATE OF HAWAII CALENDAR YEARS 1979 AND 1980 AVERAGES

INDUSTRY	AVERAGE WEEKLY EARNINGS		AVERAGE WEEKLY HOURS		AVERAGE HOURLY EARNINGS	
	1979	1980	1979	1980	1979	1980
Construction	$397.80	$428.97	36.0	36.2	$11.05	$11.85
Manufacturing	244.35	258.17	38.3	37.8	6.38	6.83
Food Processing	217.74	238.26	38.0	37.7	5.73	6.32
Textile and Apparel	130.64	143.98	36.8	37.3	3.55	3.86
Printing and Publishing	306.92	330.01	35.4	35.6	8.67	9.27
Communications and Utilities	378.35	421.16	44.2	44.9	8.56	9.38
Trade[1]	173.01	184.82	33.4	33.3	5.18	5.55
Wholesale	238.23	252.50	38.3	38.2	6.22	6.61
Retail	151.69	162.30	31.8	31.7	4.77	5.12
Finance	174.83	185.58	--	--	--	--
Hotels	166.52	173.72	31.9	31.3	5.22	5.55
Laundries	144.77	151.25	37.8	36.8	3.83	4.11

[1]Excludes eating and drinking establishments.

hotel employees put in the least number, 31.3 hours weekly, due to the fewer number of tourists. Of those industries which increased their work week, workers in communication and utilities made the biggest jump, adding an average of .7 hour weekly; and their work week was the longest at 44.9 hours per week.

Average weekly pay increases ranged from $6.48 a week for laundry workers to $42.81 a week for communications and utilities workers. The latter group not only achieved the biggest weekly gross pay raise but also the largest percentage gain of 11.3 percent. Receiving the smallest percentage adjustment were those on the hotel payrolls, who averaged a 4.3 percent gain. Even though construction ranked fourth in percent increase, it led all industries in gross wages, with an average weekly pay of $428.97. The textile and apparel industry occupied last place, averaging $143.98 a week.

Data for **Honolulu SMSA** were similar to the state. The highest hourly wage hikes occurred in construction and communications and utilities, with gains of 82 cents each, and food processing, with a gain of 63 cents. Laundries trailed the farthest behind, adding 27 cents to its hourly pay.

In terms of percent gains, the food processing industry ranked first, chalking up an 11.4 percent wage increase, and hotels ended up last, mustering a 6.1 percent hike.

Average weekly hours ranged from an .8 hour increase in food processing to an .8 hour decrease in laundries. Contrary to the state, a majority of industries increased their work hours per week.

Weekly earning gains were greatest in communications and utilities ($40.06), followed by construction ($29.85), food processing ($27.61), and printing and publishing ($23.93). Making the least progress was the laundry industry ($6.84).

HOURS AND EARNINGS FOR SELECTED INDUSTRIES HONOLULU SMSA CALENDAR YEARS 1979 AND 1980 AVERAGES

INDUSTRY	AVERAGE WEEKLY EARNINGS		AVERAGE WEEKLY HOURS		AVERAGE HOURLY EARNINGS	
	1979	1980	1979	1980	1979	1980
Construction	$406.22	$436.07	36.4	36.4	$11.16	$11.98
Manufacturing	240.53	256.74	37.7	37.7	6.38	6.81
Food Processing	199.08	226.69	36.0	36.8	5.53	6.16
Textile and Apparel	131.72	145.10	37.0	37.3	3.56	3.89
Printing and Publishing	311.52	335.45	35.4	35.8	8.80	9.37
Communications and Utilities	376.99	417.05	44.3	44.7	8.51	9.33
Trade[1]	180.01	191.54	33.9	33.9	5.31	5.65
Wholesale	250.24	265.20	39.1	39.0	6.40	6.80
Retail	155.68	165.32	32.1	32.1	4.85	5.15
Finance	175.25	185.84	--	--	--	--
Hotels	170.17	183.37	32.6	33.1	5.22	5.54
Laundries	148.93	155.77	37.8	37.0	3.94	4.21

[1]Excludes eating and drinking establishments.

LABOR TURNOVER

The labor turnover data are developed in a cooperative federal-state program conducted by the U.S. Department of Labor's Employment and Training Administration and Bureau of Labor Statistics and Hawaii's Department of Labor and Industrial Relations. In Hawaii, the program is conducted only among the manufacturing industries.

Labor turnover statistics serve as indicators of economic conditions. Accessions and separations reflect the movement of wage and salary workers into and out of employment from individual establishments. During prosperous times, the number of people who accept new jobs is high because of the availability of job opportunities. On the other hand, during periods of economic slowdown, the number of people who quit their jobs and the number of workers entering new jobs are low, while the number of layoffs is high. Recalls, under the accession category, are defined as permanent or temporary additions who are specifically rehired for a job in the same establishment of a company following more than seven days of layoff. New hires, quits, and layoffs are self-explanatory. All data on accessions and separations are expressed as numbers per 100 employees.

The labor turnover statistics for 1979 and 1980 reflected a weak economy. Over-the-year, both accessions and separations decreased. The rates at which people acquired and quit jobs declined, while the rate of layoffs mounted. Additionally, the recall rate stood still.

Exhibiting the majority of manufacturing's labor turnover was the durable goods sector. Within this sector, the stone, glass, and clay division accounted for most of the recalls and layoffs compared to the lumber and wood products division, which recorded higher rates of new hires and quits. Despite the high turnover in this sector, generally the new hires and quits were down and layoffs were up, reflecting the slower pace of construction activity in the state.

The nondurable goods category was less mobile during the same period. Turnover, if any, occurred most often by separation, particularly in the textile and apparel division.

LABOR TURNOVER RATES IN MANUFACTURING (PER 100 WAGE AND SALARY EMPLOYEES) STATE OF HAWAII CALENDAR YEARS 1979 AND 1980 AVERAGES

	ACCESSIONS						SEPARATIONS					
	TOTAL		NEW HIRES		RECALLS		TOTAL		QUITS		LAYOFFS	
	1979	1980	1979	1980	1979	1980	1979	1980	1979	1980	1979	1980
Total Manufacturing[1]	3.2	2.9	1.8	1.6	1.0	1.0	3.4	3.3	1.2	1.1	1.4	1.6
Durable Goods	7.0	6.2	2.7	1.7	4.0	4.4	7.0	7.8	1.6	1.3	4.7	5.8
Lumber and Wood Products	3.8	2.8	3.2	2.4	0.6	0.3	2.6	4.2	1.9	2.7	0.3	1.2
Stone, Glass and Clay	3.9	3.4	1.9	0.8	1.9	2.5	3.3	5.1	0.8	0.4	2.1	3.4
Non-Durable Goods .	2.0	1.9	1.6	1.5	0.1	0.1	2.3	2.1	1.1	1.0	0.4	0.4
Food and Kindred Products	2.1	1.9	1.5	1.3	*	0.1	2.2	1.8	0.9	0.8	0.3	0.2
Textile and Apparel	2.3	2.4	2.2	2.2	0.1	0.2	3.4	3.3	1.7	1.8	1.1	1.0
Printing and Publishing	1.5	1.6	1.2	1.3	0.1	*	1.5	1.8	1.0	1.0	0.2	0.3

*Less than 0.5 percent.

[1]Excludes SIC 2033 (canned fruits, vegetables, preserves, jams, and jellies).

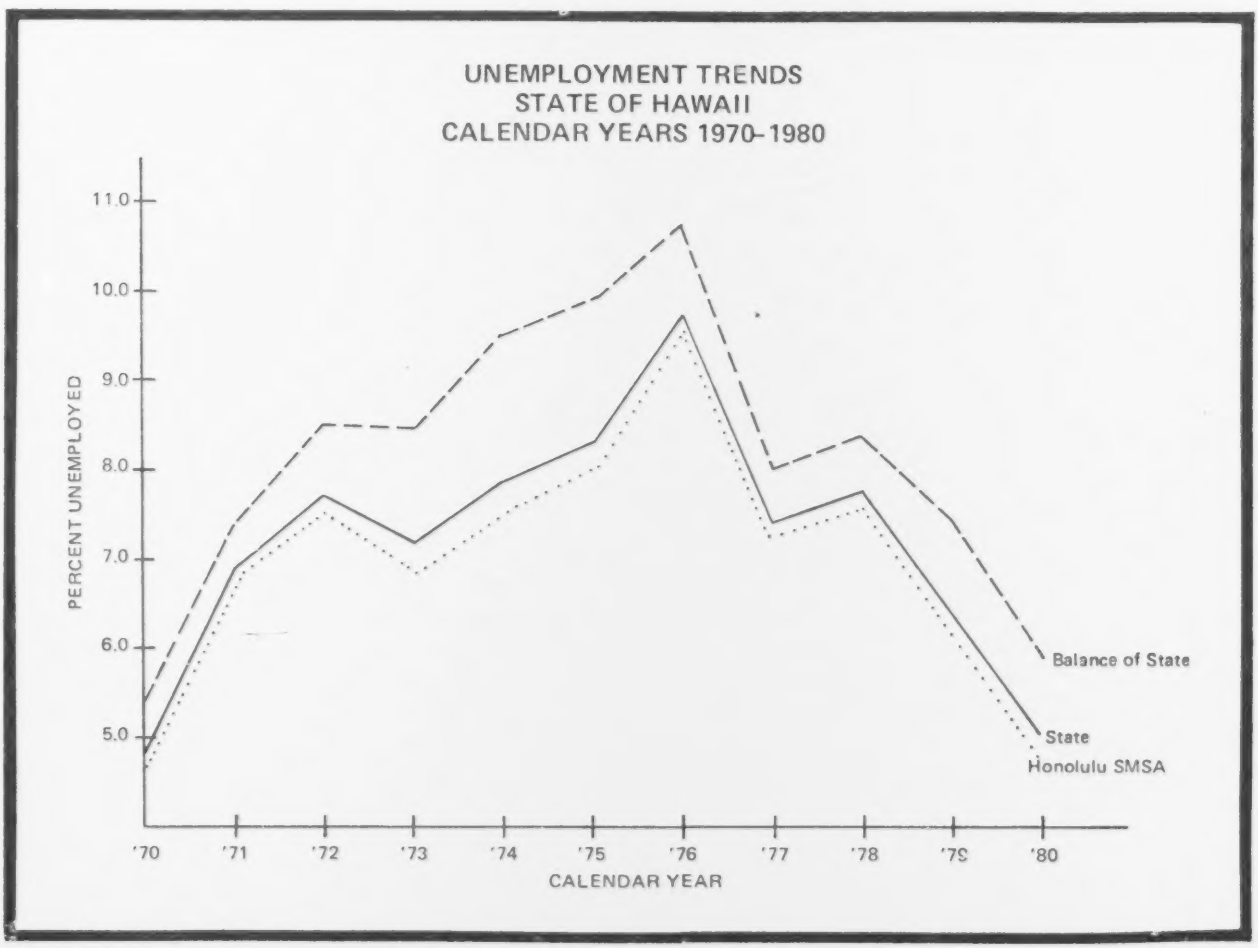
UNEMPLOYMENT

Unemployment in Hawaii continued to decline in 1980. The number of unemployed decreased by 5,000 to 20,000, an encouraging 25 percent drop over the previous year's level. Hence, the jobless ratio abated 1.3 percentage points to 5.0 percent—the lowest since 1970.

Following the statewide trend, unemployment rates were lower in all counties in 1980 than in 1979. Oahu's rate fell to 4.8 percent from 6.1 percent; Hawaii County's rate slipped to 6.7 percent from 8.1 percent; Maui County's rate dropped to 5.6 percent from 6.3 percent; and Kauai County's rate receded to 4.9 percent from 5.6 percent.

The average weekly benefit amount collected by Unemployment Insurance (UI) claimants was $102.91 in 1980--the maximum benefit amount allotted was $144. The UI Trust fund remained high, $100.6 million at the end of December 1980. Continued high unemployment on the mainland "triggered on" the extended unemployment benefits program nationally in the summer of 1980. Extended benefits (EB) is a form of unemployment compensation payable under a federal/state program during periods of prolonged unemployment in the nation or state. It pays up to 13 weeks of benefits in addition to the 26 weeks allowed under a regular claim. This EB period ended January 1981.

Descriptive information on the state's total jobless is virtually nonexistent. However, a review of data compiled monthly on Employment Service (ES) applicants and UI claimants will furnish some characteristics of Hawaii's unemployed.



ES applicants are all persons, employed or unemployed, registered with the ES offices and seeking jobs. UI claimants are included in ES data since registration is a prerequisite to collecting UI benefits.

The following are characteristics of ES applicants in 1980:

SEX

- Males were slightly in the majority in Honolulu SMSA; the proportion of male applicants was higher in the Neighbor Island counties, from about 51 percent in Kauai to about 58 percent in Maui.

AGE

- Statewide, persons between 25-44 years of age comprised the largest proportion of applicants, over 45 percent, followed closely by those under 25 years of age, who made up 40 percent.

EDUCATION

- Nearly one-third of all applicants possessed education beyond the high school level; but, about one-quarter did not complete high school.

CHARACTERISTICS OF EMPLOYMENT SERVICE APPLICANTS STATEWIDE CALENDAR YEAR 1980

	State	Honolulu SMSA	Hawaii County	Maui County	Kauai County
TOTAL NUMBER	113,521	80,268	15,011	14,752	5,041
TOTAL PERCENT DISTRIBUTION	100.0	100.0	100.0	100.0	100.0
SEX					
Male	51.6	50.1	54.5	57.5	50.9
Female	48.4	49.9	45.5	42.5	49.1
AGE					
Under 25	40.1	40.9	35.9	40.4	39.3
25-44	46.8	45.1	52.9	48.6	50.8
45-64	12.0	12.9	10.2	10.1	8.9
65 and Over	1.1	1.1	1.0	0.9	1.0
EDUCATION					
Under 12th	27.2	28.7	21.3	26.3	19.5
12th	40.1	39.3	43.0	40.3	45.6
Over 12th	32.7	32.0	35.7	33.4	34.9
ETHNIC GROUPS					
White	38.2	33.9	48.9	47.2	49.6
Black	2.0	2.5	0.8	0.5	0.5
Hispanic	3.0	3.2	3.5	1.7	2.1
Am. Indian and Alaskan	0.1	0.1	0.1	0.2	0.2
Asian and Pacific Islanders	56.5	60.0	46.4	50.3	47.3
INA	0.2	0.3	0.3	0.1	0.3
UI ELIGIBLE CLAIMANT	36.2	36.1	36.7	35.3	32.9
VETERAN	13.5	13.3	15.1	13.6	11.5
Vietnam Era	6.5	6.5	7.7	6.3	5.7
HANDICAPPED	6.9	6.4	6.9	9.7	6.2
Physically	6.1	5.7	6.2	9.3	4.8
Mentally	0.2	0.2	0.3	0.1	0.5
ECONOMICALLY DISADVANTAGED	37.9	37.1	53.1	29.0	36.5
Food Stamps	13.5	13.1	15.3	11.1	25.0
Welfare	15.2	16.7	16.6	6.9	11.2
CETA	4.0	5.3	2.4	0.1	0.2
EMPLOYMENT STATUS					
Full-Time	9.3	8.7	9.6	12.3	10.3
Part-Time	6.9	6.5	8.8	6.0	9.1
Not Working	83.8	84.8	81.6	81.7	80.6

[1]Honolulu SMSA and County totals may not add to the State total because an applicant may register at more than one Employment Service office but counted only once in the State total.
INA is Information Not Available.
Source: Employment Security Automated Reporting System.

ETHNIC GROUPS

- On Oahu, two out of three applicants were nonwhite and about one out of three applicants was white.
- For all of the Neighbor Island counties, the ratio of white to nonwhite applicants was almost equal.

UI CLAIMANTS

- Roughly one-third of all applicants were collecting UI benefits.

VETERANS

- Statewide, approximately one in seven applicants was a veteran. The percent was slightly higher in Hawaii County (15.1 percent) and lower in Kauai County (11.5 percent);

HANDICAPPED

- Handicapped individuals made up about 7 percent of all applicants throughout the state; Maui's proportion was largest at nearly 10 percent.

ECONOMICALLY DISADVANTAGED

- The percentage of applicants who were economically disadvantaged varied widely from county to county. Hawaii County had the highest percentage, 53.1 percent, and Maui County had the lowest, 29.0 percent.

FOOD STAMPS

- Approximately one out of seven ES jobseekers statewide were participants in the food stamp program; among the counties, Kauai's ratio, one out of four, was largest.

WELFARE

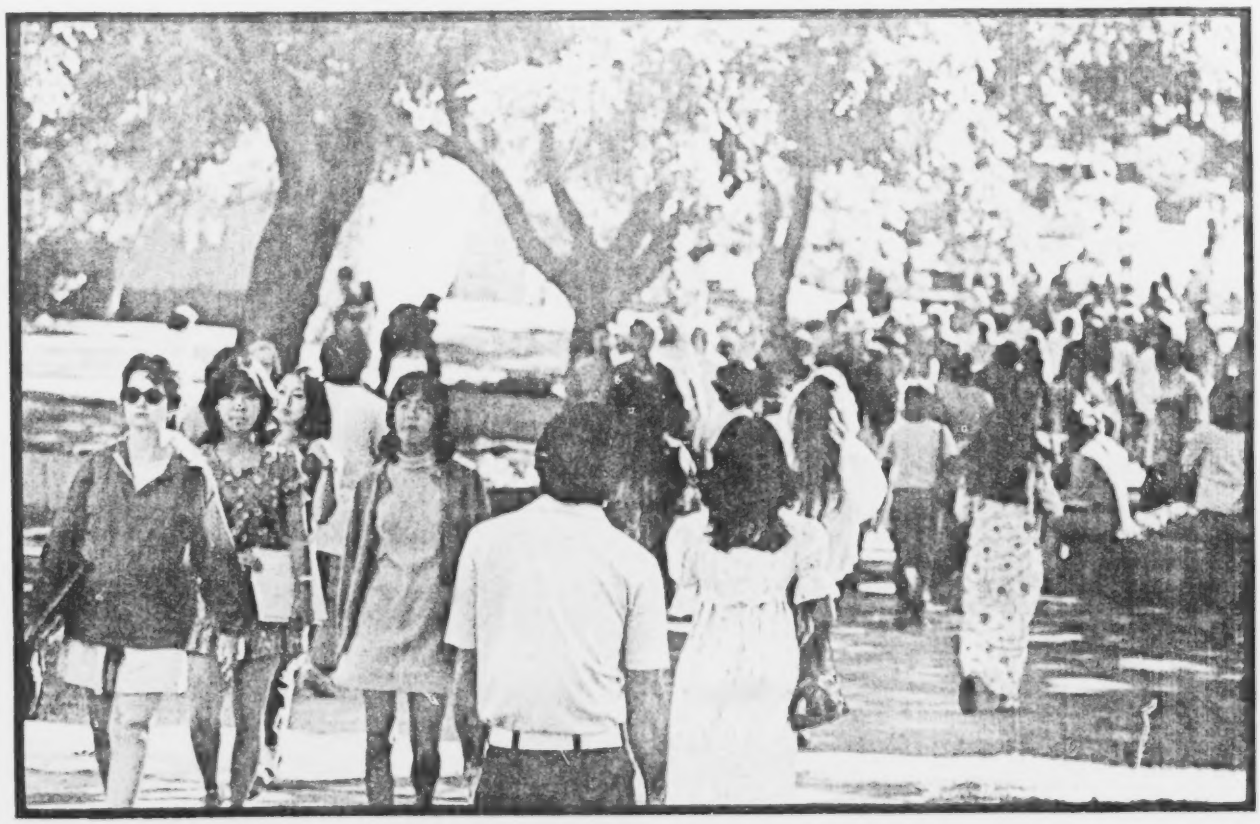
- Welfare recipients averaged 15 percent of all ES applicants

CETA

- CETA workers, concentrated mainly on Oahu, amounted to four percent of the ES applicants statewide.

EMPLOYMENT STATUS

- Approximately 8 out of 10 applicants were unemployed; and about 2 out of 10 were already employed, either part-time or full-time, and were seeking better or additional jobs.



CHARACTERISTICS OF THE INSURED UNEMPLOYED
CALENDAR YEARS 1979 AND 1980 AVERAGES

	STATE		HONOLULU SMSA		HAWAII COUNTY		MAUI COUNTY		KAUAI COUNTY	
	1980	1979	1980	1979	1980	1979	1980	1979	1980	1979
TOTAL NUMBER	10,279	9,390	7,548	7,048	1,334	1,257	1,008	723	389	362
PERCENT DISTRIBUTION	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX:										
Male	59.7	55.8	59.4	55.7	59.7	55.4	64.6	56.8	52.4	56.4
Female	40.3	44.2	40.6	44.3	40.3	44.6	35.4	43.2	47.6	43.6
AGE:										
Under 25	16.6	16.5	16.4	16.9	17.4	15.4	15.8	13.8	18.2	16.6
25-44	56.8	53.1	55.7	52.5	61.4	58.0	57.6	48.0	62.5	60.2
45-64	24.8	26.6	26.3	27.5	19.6	23.5	23.9	27.7	16.7	17.7
65 and Over	1.8	3.8	1.6	3.1	1.6	3.1	2.7	10.5	2.6	5.5
DURATION UNEMPLOYED										
1-4 Weeks	33.1	33.5	33.0	34.0	30.4	29.4	36.4	34.3	36.8	37.3
5-14 Weeks	41.0	43.8	40.9	43.3	41.1	46.4	42.3	44.3	39.3	42.8
15 Weeks and Over	25.9	22.7	26.1	22.7	28.5	24.2	21.3	21.4	23.9	19.9
INDUSTRY										
State Government	7.8	10.0	8.2	10.8	8.0	8.3	4.6	5.4	6.4	10.0
County Government	1.2	2.1	1.3	2.3	1.0	1.6	1.0	1.1	1.0	1.9
Agriculture	4.2	4.3	2.4	2.2	7.6	9.5	13.9	17.8	2.0	2.2
Construction	26.0	18.0	24.5	16.8	25.2	21.7	36.4	20.6	29.6	23.2
Manufacturing	11.8	12.5	13.3	13.0	9.1	11.3	7.6	12.3	4.4	5.5
Transportation, Communications, Utilities	7.0	9.0	7.5	9.7	6.0	6.6	4.5	4.7	8.5	13.8
Trades	17.3	19.5	17.9	20.7	18.1	17.5	11.8	14.4	17.0	14.7
Finance, Insurance, Real Estate	4.8	4.1	4.8	3.9	3.8	4.0	4.5	5.1	9.0	5.8
Services	19.3	20.0	19.4	20.1	20.6	19.2	15.5	18.3	22.1	22.9
All Others or INA	0.6	0.5	0.7	0.5	0.6	0.3	0.2	0.3	0	0
OCCUPATIONS										
Professional, Technical, Managerial	15.6	18.7	16.4	19.8	14.4	16.1	10.8	13.3	16.2	16.6
Clerical Sales	17.3	19.0	18.4	20.1	16.7	17.3	10.0	11.9	17.2	18.2
Services	14.0	16.2	13.9	16.6	14.1	13.4	10.7	13.3	22.6	24.0
Farming, Fishing, Forestry	4.7	4.8	2.9	2.9	6.5	7.0	15.8	18.8	3.6	6.4
Processing	5.9	6.4	6.4	6.5	5.2	6.5	5.0	7.5	0.5	0.6
Machine Trades	2.5	2.4	2.7	2.4	2.8	2.9	1.5	1.5	1.8	2.2
Bench Work	2.1	1.9	2.5	2.2	0.7	1.0	0.8	1.0	1.3	2.2
Structural Work	29.7	21.8	28.5	20.8	29.3	25.1	39.7	24.8	30.8	24.3
Miscellaneous	7.8	8.7	7.8	8.6	10.0	10.7	5.6	7.9	5.7	5.5
INA	0.4	0.1	0.5	0.1	0.3	0	0.1	0.1	0.3	0

NOTE: Totals may not add due to rounding. INA = Information Not Available.

Each month a survey of the **insured unemployed** is conducted in conjunction with the U.S. Department of Labor. The survey includes people who filed claims for UI benefits under the regular unemployment insurance program.

To qualify for benefits, an unemployed person must have: registered for benefits, been able to and available for work, registered for work, been unemployed for a waiting period of one week, and met the weeks-worked and wages-paid requirements.

It is important to note that the survey does not account for all unemployed persons. Persons out of work but not included in these statistics are:

- those who have exhausted all of their regular benefits;
- those who are entering the labor force for the first time—entrants;
- those who are reentering the labor force after a period of absence—reentrants;
- those who delay or never file;
- those who quit voluntarily without good cause;
- those who are discharged for misconduct connected with their work; and
- those who are disqualified from receiving benefits for not complying with requirements to look for employment.

Statewide, the total number of UI claimants increased from 9,390 in 1979 to 10,279 in 1980.

SEX

- In 1980, male applicants were in the majority throughout the counties; their proportion was highest in Maui County with 65 percent and lowest in Kauai County with 52 percent.
- From 1979 to 1980, the proportion of females collecting UI benefits decreased in all counties except Kauai.

AGE

- Over 55 percent of the claimants were between 25-44 years in 1980.
- While the 25-44 age group increased in all counties over the year, the older groups declined.

DURATION UNEMPLOYED

- Two out of every five persons filing UI claims experienced joblessness for 5 to 14 weeks.
- The percent of claimants unemployed for 5-14 weeks decreased in 1980, while the percent of those unemployed 15 weeks and longer increased, indicating a tight job market.

INDUSTRY

- In 1980 more than 60 percent of the claimants previously worked in construction, services, or trades.
- Across the state and particularly in Maui County, noticeably higher rates of construction claimants were registered over-the-year. These increases reflected a weakened construction industry, stymied by soaring finance costs.

OCCUPATIONS

- Persons with structural work experience comprised the largest occupational group. They amounted to 30 percent in each county except in Maui where they made up 40 percent.
- Representatives from most occupations claimed UI benefits at nearly the same or lower rate in 1980 than in 1979. A notable exception, however, was the structural work group whose pecentage of claimants rose sharply, paralleling the upturn of construction claimants.

OCCUPATIONAL NEEDS:

To get a better picture of the job situation in Hawaii, it is necessary to look at both the supply and demand sides of the labor market. One source of this information is the Hawaii State Employment Service (HSES). They process jobs and workers for both the public and private sectors, matching people with jobs. HSES local offices maintain data files on both job openings and job seekers; their data provide some idea of what type of work is available in the state and what type of skills job applicants have. However, this is not the complete picture. Private employment agencies are not surveyed; only HSES statistics are presented here. A final note of caution: not all of the HSES applicants are unemployed. Some are working but are looking for additional or better employment.

WORKERS IN SURPLUS

Statewide, a total of 104,125 persons registered with HSES during 1980. Of this total, approximately six out of every ten applicants were considered experienced in the occupations that they sought. The ratio of experienced to entry level applicants was particularly high in the processing, bench work, structural work, and the professional, technical and managerial occupations. Job seekers trying to find entry level work comprised 38.1 percent of all HSES applicants. They were in the minority in all occupational areas with the exception of the miscellaneous category, where they outnumbered experienced workers by a three to two margin.

There was a general surplus of workers during 1980. Over the year, employers registered 37,690 job openings with HSES, compared to 104,125 people who registered for work. This translated to a ratio of three applicants to each job available. A softening of the tourist and some sections of the construction industries contributed to the number of job seekers. This slowdown in two of Hawaii's major growth industries left some experienced workers out of jobs and did not create enough new jobs to absorb the recent entrants into the labor force.

Statewide, slightly over one-half of the job seekers at HSES were looking for employment in either clerical and sales or service occupations. Since these are two of the largest occupational areas, they offered the greatest opportunity for jobs. However, in some areas, the applicants far outnumbered the jobs available. Bartenders, cosmetologists, host/hostess, and waiter/waitress for informal restaurants were among the occupations with a pronounced surplus of applicants.

Next in demand, with 14.7 percent of the HSES applicants, were jobs in the professional, technical and managerial area. New graduates and in-migrants contributed to a general surplus of workers in this sector. A marked surplus of applicants was especially evident in the teaching professions and management trainee positions.

OCCUPATIONAL CLASSIFICATION OF APPLICANTS BY EXPERIENCE STATE OF HAWAII • 1980

OCCUPATION	TOTAL	ENTRY LEVEL	EXPERIENCED
Total	104,125	38.1%	61.9%
Professional, Technical, and Managerial	15,287	23.7	76.3
Clerical and Sales	29,719	39.8	60.2
Services	23,877	42.0	58.0
Farming, Fishing, and Forestry	3,831	37.2	62.8
Processing	593	16.2	83.8
Machine Trades	2,887	32.9	67.1
Bench Work	1,635	21.2	78.8
Structural Work	12,358	23.7	76.3
Miscellaneous	13,938	60.4	39.6

NOTE: Totals do not include applicants with invalid Occupation Codes.

People looking for structural work jobs made up 11.9 percent of those applying at the HSES local offices. A drastic drop in home construction was offset to a substantial degree by condominium and hotel construction, so that the overall job count shifted only minimally.

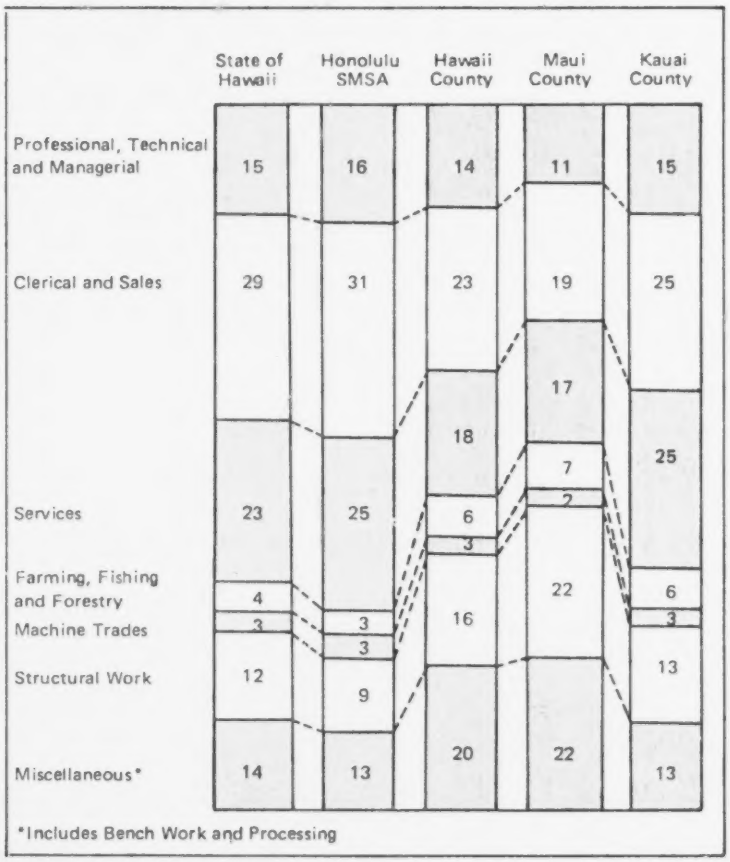
When the applicants from the four counties are compared, slight differences in occupational patterns are seen. This is to be expected since each county has a slightly different economic base. Oahu's wide diversification and industrialization make it less dependent on tourism and agriculture. The Neighbor Islands, though making a concerted attempt to diversify over the past decade, are still relatively more reliant on these two industries for jobs and economic growth.

Oahu's figures essentially mirrored those of the state. Since HSES offices on Oahu handle the bulk of the applicants in the state, 77,492 of the 104,125 job seekers, the similarity in occupational pattern is to be expected. Hawaii and Maui County registered an almost equal number of job seekers, 16,031 and 15,273, respectively. Kauai County's small but stable economy resulted in 4,489 applicants registering with HSES during 1980.

The three leading job categories that registrants sought on Oahu were: professional, technical and managerial; clerical and sales; and services. Combined these three made up 72 percent of the applicants. On Hawaii this dropped to 54 percent, and in Maui County it fell further to 46 percent. As would be expected, Hawaii and Maui Counties had higher proportions of people looking for jobs in the farming, fishing and forestry sector. An aggressive economic growth policy, especially in Maui County, has stimulated construction activity. This helped both counties make it through a bad tourism year. As the magnitude of construction increased, so did the number of applicants. People looking for structural work were the dominant group in Maui County; Hawaii County also had a hefty proportion of its HSES applicants in this area.

Kauai County's occupational patterns were almost identical to Oahu's. The only variations were a slightly higher proportion of people seeking work in farming, fishing and forestry and in structural work. Like Maui and Hawaii, Kauai County broadened its tax and economic base by increased construction activity. This was reflected in the slightly higher proportion of people seeking structural work in Kauai than was found on Oahu.

Figure 1
OCCUPATIONAL CLASSIFICATION OF EMPLOYMENT SERVICE APPLICANTS BY COUNTY, 1980 (PERCENT)



JOBS IN SURPLUS

As mentioned previously, during 1980, HSES processed significantly more applicants than vacancies. There were 104,125 job seekers compared to 37,690 openings. The majority of jobs were on Oahu; the local offices there reported 68.9 percent of the vacancies. Maui County was next with a hefty 18.7 percent, followed by Hawaii County with 9.3 percent of the job openings. Kauai County registered the least with 3.2 percent.

Overall statewide, there were 2.8 applicants per job opening. This ratio was more favorable in Maui County where there were 2.2 applicants per job. The opening of an 800 plus room hotel had a major

impact, adding to Maui's list of vacancies. Oahu's ratio was slightly higher with 3.0 applicants per job. Kauai County was next with 3.7 applicants per job, and Hawaii had the least favorable ratio for job seekers with 4.6 applicants per job.

Job openings, when broken down by occupation, were distributed similarly among the different counties. Approximately four out of every ten jobs were in the clerical and sales area. Service occupations were second in size in all counties, comprising about one-quarter of all HSES jobs. Structural work and the miscellaneous category ranked third and fourth. This pattern was generally consistent across county lines; what differed were the occupations in demand within these categories.

Oahu had the greatest number of occupations listed in the demand category, where job opportunities outnumbered applicants. In the professional and technical sector, there was a shortage of qualified applicants in several construction related areas: civil engineer, civil drafter, mechanical drafter, and mechanical engineer. Nurses were also in great demand. Several clerical jobs lacked an adequate supply of applicants. Employers sought clerk typists, keypunch operators, secretaries and stenographers. The service sector offered greater employment opportunities as counter attendant, day worker, security guard, and houseworker. Other occupations that HSES had difficulty in finding applicants for were diesel and automobile mechanics, sewing machine operators and electrical appliance servicers.

Hawaii County, with the greatest surplus of workers, reported few occupations in the demand category. General merchandise sales representatives, nurses (usually in the rural areas), counter attendants, and certified automobile mechanics were among the occupations that experienced a lack of qualified applicants.

Among all of the counties, Maui County had the most favorable ratio for people looking for work. Among the Neighbor Island counties, it had the greatest number of demand occupations. Both licensed practical and general duty nurses were in short supply in Maui County. Salespeople were needed for general merchandise items. In Maui's rapidly expanding service sector, jobs outpaced applicants for cooks, cleaners, dish carriers, and security guards. Automobile and diesel mechanics were also frequently sought by Maui employers.

On Kauai, as with all the other counties, nurses were in demand. In the service area, cooks and waiters/waitresses for informal establishments were in short supply. Employers on Kauai also had a difficult time recruiting automobile mechanics, carpenters, and electricians.

As of May 31, 1981 there were 1,818 jobs that were open. Of this total, slightly more than one-half (51.6 percent) were classified as hard-to-fill, those left unfilled for 30 days or more. The bulk of the hard-to-fill jobs were concentrated in three areas: professional, technical, and managerial; clerical and sales; and services. Some of the recruitment problems were: lack of applicants with the appropri-

NONAGRICULTURAL JOB OPENINGS BY COUNTY, 1980

OCCUPATION	STATE	HONOLULU SMSA	HAWAII COUNTY	MAUI COUNTY	KAUAI COUNTY
TOTAL	37,690	25,967	3,489	7,035	1,199
PERCENT DISTRIBUTION	100.0%	100.0%	100.0%	100.0%	100.0%
Professional, technical, managerial	6.1	6.9	7.4	2.9	4.7
Clerical and sales	40.4	41.6	37.3	37.2	41.0
Services	23.7	23.7	25.2	22.6	25.4
Farming, fishing, forestry	3.2	2.1	7.7	5.1	4.8
Processing	1.4	1.1	2.4	2.3	.5
Machine trades	2.0	2.3	1.9	1.2	1.7
Bench work	1.4	1.8	.5	.5	.2
Structural work	11.7	11.0	9.6	15.9	7.3
Miscellaneous	10.1	9.6	8.0	12.2	14.4

NOTE: Honolulu SMSA includes Job Bank and WIN (Work Incentive Program) Offices.
Percent totals may not add due to rounding. Count does not include those with invalid occupational codes.

ate skills or training; requiring the applicant to speak a second language; night or shift work; and minimum wage or low salaries in relation to the experience requirements. Especially on the Neighbor Islands, housing and transportation were often a problem in the new resort areas. People were not willing or could not afford to travel long distances for low paying jobs.

UNFILLED JOB OPENINGS STATE OF HAWAII, MAY 1981

OCCUPATIONS	UNFILLED JOBS	HARD-TO-FILL JOBS	PERCENT HARD-TO-FILL JOBS
TOTAL NUMBER	1,818	939	51.6%
Professional, technical, managerial	216	128	59.3
Clerical and sales	693	352	50.8
Services	436	218	50.0
Farming, fishing, forestry	64	48	75.0
Processing	36	28	77.8
Machine trades	79	38	48.1
Bench work	38	22	57.9
Structural work	111	54	48.6
Miscellaneous	145	51	35.2

OUTLOOK

Job growth should follow the same pattern in 1982 as it has in the past years, providing that the tourist industry comes out of its slump with Hawaii Visitors Bureau's large-scale promotional campaign in the swing. Occupational increases should be seen in the service and clerical and sales areas. Tourism and population growth will create the need for more jobs in these sectors. Hotel and restaurant expansion will especially stimulate work in cleaning services, food services, and protective services. Structural work should remain the same. Several public works projects will be going strong and should sustain the industry, taking up the slack created by a soft residential construction market. Occupational opportunities in the farming, fishing and forestry sector will decline as mechanization and consolidation eliminate jobs. All of the other areas should exhibit little change.

BARRIERS TO EMPLOYMENT:

Unemployment is only one problem confronting some of the individuals who are out of work. Many face additional barriers which have to be resolved before they can find a job and perform satisfactorily on that job. Barriers to employment can be due to inadequate educational attainment, child care services, transportation, and others which hinder these jobseekers from obtaining suitable long-term employment.

EDUCATION. The major barrier to employment is lack of education and/or job skill. Technological advances have produced more and new technical occupations, requiring experience or more education. Most employers still require a high school diploma or its equivalent even if they have little relationship to job skill. Dropouts are denied work not because they cannot do the job, but because they do not have the right "pieces of paper." In addition, current levels of joblessness give the employer a substantial supply of educated and skilled workers to choose from.

LANGUAGE PROBLEMS. The inability to speak fluent English can be an obstacle, particularly in holding a job. Both verbal and written instruction can be difficult to comprehend without a thorough knowlege of English.

In recent years, Hawaii has experienced a steady influx of newcomers from Asian and Pacific areas. Many of these people do not speak English well or still communicate in their native language, thus limiting their chances of obtaining gainful employment.

CHILD CARE SERVICES. Lack of child care centers is a frustrating barrier to all mothers who want to work and/or have to work. This deficit is especially frustrating to economically disadvantaged women, since relatively more poor families are headed by women. If they are unable to secure satisfactory child care, women with children often are forced to abandon their job search and withdraw from the labor force totally. In other cases, women accept less than full-time employment while the children are at school.

TRANSPORTATION. Many workers with low incomes must rely on public transportation to get to their place of employment. On Oahu, the public transit system with its limited feeder routes in rural areas creates problems for the economically disadvantaged. On the neighbor islands, new and developing jobs are primarily in resort areas situated in outlying rural districts where there is no or very limited public transportation to assist workers in commuting to job sites.

DISCOURAGEMENT. A subtle barrier to employment can be discouragement with the job market. Repeated job denials, failures, or other barriers may discourage disadvantaged individuals from continuing their job search. Many of these individuals place themselves out of the job market.

DISCRIMINATION. Though laws have been passed to stop discrimination, it still remains a very real barrier to many would be workers. Sex, race, physical handicap, age and arrest record are the most common illegal discriminatory criteria that employers sometimes use, blinding them to job specific qualification an applicant might have. As a result, these people often are forced into low paying occupations.

Disadvantaged older workers and youths generally encounter employment problems due to their age. Employers usually prefer to hire a younger worker over an older worker, especially if the job requires physical exertion. Teenage youths generally lack the experience and/or skills required for many types of jobs.

The Department of Labor and Industrial Relations has published "A Guide for Application Forms and Interviews" which list lawful and unlawful job interview inquiries. During pre-employment interviews, any inquiry is forbidden which is designed to elicit information as to race, color, ancestry, age, sex, religion, physical handicap, marital status or arrest and court record unless based on a bonafide occupational qualification. For more information contact the Enforcement Division of the Department of Labor.

OTHER BARRIERS. There are several other barriers keeping people from employment. These include: job hopping employment history; unwillingness to relocate; personality conflict with employer; unrealistic salary demands; lack of interest due to some cash resources; garnishment; health problems such as handicapped, overweight, and physical and/or mental illness; personnel problems (lack of motivation, alcoholism or drugs); and care of family (elderly person or handicapped person).

SUMMARY OF SELECTED EMPLOYMENT AND TRAINING PROGRAMS:

To help reduce joblessness several manpower programs are available to train people for jobs, match jobs with people seeking jobs, and provide transitional employment opportunities. Legislation on both the national and state levels provide the financial mechanism for the creation of employment and training programs. In fiscal year 1980, $56 million was allocated from federal funds and $18 million from State monies.

The Comprehensive Employment and Training Act (CETA) was a landmark development in the federal government's approach to the provision of employment, training, and related services which seek to alleviate some of the problems caused by unemployment and underemployment. With the enactment of CETA, state and local units of government are given authority and responsibility for their own manpower program design and operations, thus creating a decentralized system in which local determination could be exercised in providing employment, training, and services geared toward the unique problems of their own jurisdiction.

The general underlying objective is to provide comprehensive and supportive employment services to unemployed, underemployed, and economically disadvantaged persons. Services are provided to special groups such as youths, older workers, native Americans, offenders, migrant and seasonal farmworkers, persons of limited English-speaking ability, and others.

Some services authorized under the Act include classroom and on-the-job training, supportive services, counseling guidance, public service employment, work experience, research and development of labor market information.

Apprenticeship Program develops skilled craftworkers through an organized training program to meet the demand and supply needs of apprenticeable occupations. Requirements vary with the apprenticeship/occupation but, generally, individuals 16 years or older, with mental and physical capabilities to participate in the program, are eligible. An aptitude for the job and a high school education or General Educational Development (GED) test are usually required.

In fiscal year 1980, the number of persons who enrolled in the program was 2,401.

Employment Service (ES) provides comprehensive manpower services to jobseekers and employers. All U.S. citizens and eligible aliens may register. Unemployment Insurance claimants (except union members in good standing with and receiving placement services from a union), welfare and food stamp recipients who are able to work are required to register with ES.

ES regularly contacts employers in the private sector to solicit job openings and to assist employers in obtaining workers. Manpower services offered are testing, counseling, job information, job placement and follow-up. Job placement opportunities include unsubsidized and subsidized employment. Subsidized training and employment are available under programs such as the Work Incentive (WIN) and CETA. Supportive services include: child care, health, and transportation.

Employment Service placed a total of 22,047 applicants in jobs during fiscal year 1980.

Work Incentive Program (WIN) provides financial incentives and a variety of services to employable members of families receiving Aid to Families with Dependent Children (AFDC). WIN attempts to find employment in the regular economy to enable them to be a self-supporting and, thereby, reduce their welfare grants or remove them from the welfare rolls. Every employable AFDC recipient must register for work or training with the Employment Service. There are several exemptions for those who are too young, old, ill, etc., to work.

Employment services under WIN include orientation to the world of work, counseling, testing, jobseeking skills, vocational skill training, on-the-job training, job development, public service employment, and job placement. WIN also provides self-support services such as child care, health services, and family planning.

Total number served in fiscal 1980 was 3,065.

OUTLOOK:

The outlook for Hawaii in 1982 calls for slow growth in employment with moderate increases in unemployment. As a result, the unemployment rate will probably edge upward. The private sector will account for most of the job increases as the curtailment of government spending will restrict growth in the public sector.

The visitor industry will remain flat for the rest of 1981 but is expected to rebound in 1982. The outlook for the industry will depend on the success of the Hawaii Visitors Bureau's "Hawaii '82" campaign, a promotion designed to stimulate the sagging industry; the economic condition of the Nation; and the cost of air fares.

Despite the slack tourist trade, new jobs will emerge in hotels. The hotel room count will mount as the Hilton Hawaiian Village Tapa Tower, the Maui Marriott Resort, and the 232-room addition to the Kauai Sheraton reach the completion stage. As more rooms become available, the occupancy rate may drop.

Trades will receive a boost from the opening of the Windward Mall on Oahu and the Kukui Grove Center on Kauai, both scheduled to open in the spring of 1982. Major tenants will include stores such as Liberty House, Sears, Woolworths, J. C. Penney, Longs, and Star Market. A tax cut should also stimulate consumer spending.

The construction industry may have some problems next year. Large projects started a year or two ago have kept the construction employment at a respectable level. Now with high interest rates and the tight money situation, companies may postpone the start of new projects until financing becomes available.

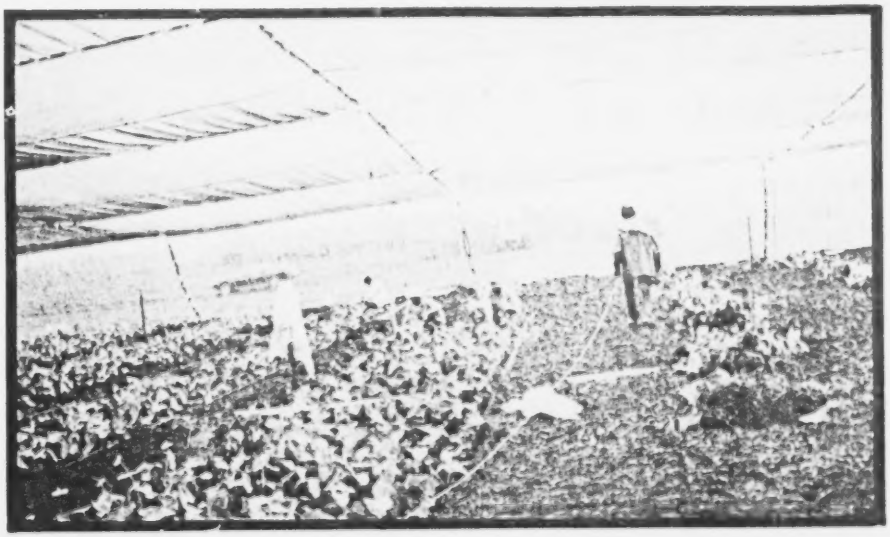
In agriculture, production and sales will rise but in terms of jobs, no new positions are expected to be created. Sugar is suffering from the drought, low prices, and competition from fructose, while pineapple faces stiff foreign competition. The future of agriculture will lie in the diversified sector. Most promising are macadamia nuts, guavas, papayas, and flower and nursery products such as anthuriums, orchids, proteas, and potted foliage. The aquaculture industry is also making headway as production problems are worked out. Products being pursued include prawns, shrimp, oysters, and baitfish.

The outlook for government jobs remains dim. Budget cutbacks in the CETA program and other federal programs and monetary constraints in the state and local sectors will restrict growth in the industry.

Tourism is expected to improve in 1982.

New jobs will emerge in hotels.
Photo: The Maui Marriott Resort on the island of Maui.

Trades will receive a boost from the opening of various shopping complexes during 1982.



The future of agriculture will lie in diversified agriculture.
Photo: Anthurium farm on the island of Hawaii.

DEFINITIONS:

TOTAL RESIDENT POPULATION includes current residents, residents who are temporarily absent, and armed forces stationed in Hawaii. Excluded are visitors present as well as former residents attending school or serving in the armed forces on the Mainland or abroad.

CIVILIAN RESIDENT POPULATION includes all civilian residents living in the State, those residents temporarily absent from the State, and civilian dependents of military personnel stationed in Hawaii. It excludes visitors and all military personnel.

CIVILIAN LABOR FORCE is the total labor force excluding those individuals in the armed forces, i.e, all civilians, 16 years and over, classified as employed or unemployed.

EMPLOYED is a count of the total number of individuals who are working in Hawaii, regardless of how many jobs a single individual may have. Essentially, each working person is counted only once. It makes no difference whether the person has one job, two jobs, or any number of jobs. Employed persons are defined as those who:

- work as paid employees, or work in their own business, profession, or farm, or work at least 15 hours as unpaid family workers in a family-operated enterprise;
- are not working but have jobs or businesses from which they are temporarily absent; or
- work and are citizens of a foreign country, temporarily in the United States, and are not living on the premises of an Embassy.

Excluded are those whose only activity consists of work around their own home (such as housework, painting, and repairing) or those involved in volunteer work.

UNEMPLOYED is the number of individuals who are not working and who:

- make specific efforts to find a job and are available for work;
- are waiting to be called back to a job from which they have been temporarily laid off; or
- are waiting to report to a new job within 30 days.

UNEMPLOYMENT RATE is the percentage of people in the civilian labor force who are unemployed (unemployed divided by civilian labor force).

WAGE AND SALARY JOBS **NONAGRICULTURAL WAGE AND SALARY JOBS** represent a count of jobs in private industry, excluding agriculture, and of civilian jobs in government. The basis for this figure is the total number of jobs tabulated from establishment payrolls during the survey week in each month (the week which includes the 12th). Included are both permanent and temporary jobs and those which are full-time or part-time. Employees on a payroll listing who are on paid sick leave (when pay is received directly from the employer), on paid holiday, paid vacation, or who worked during any part of the survey week are counted. Persons on the payrolls of more than one establishment during the same reference week are counted in each establishment which reports them, whether the duplication is due to turnover or multiple job holding. The enumeration does not include pensioners, members of the armed forces, self-employed, domestics in private households or unpaid family workers, and persons on leave of absence without pay.

AGRICULTURAL WAGE AND SALARY JOBS represent a count of jobs in agriculture. These estimates are derived in cooperation with the State Department of Agriculture.

GEORGE R. ARIYOSHI, Governor
State of Hawaii

JOSHUA C. AGSALUD, Director
ROBERT C. GILKEY, Deputy Director
Department of Labor and Industrial Relations

Prepared by:
RESEARCH AND STATISTICS OFFICE
FREDERICK PANG, Chief

LABOR MARKET AND EMPLOYMENT SERVICE RESEARCH SECTION
NAOMI HARADA, Supervisor

CLAIRE MASAKI, Research Statistician
LELANI TERUYA, Research Statistician
VICKI LAU, Research Statistician

Data from:
LABOR FORCE INFORMATION UNIT
OCCUPATIONAL INFORMATION UNIT
OPERATING STATISTICS AND STATE PROGRAM RESEARCH SECTION

In Cooperation with:
EMPLOYMENT SERVICE DIVISION
ROBERT AGENA, Administrator

Affiliated with:
EMPLOYMENT AND TRAINING ADMINISTRATION,
U.S. DEPARTMENT OF LABOR

SEPTEMBER 1981

LABOR MARKET REVIEW
Hawaii Department of Labor & Industrial Relations
Post Office Box 3680
Honolulu, Hawaii 96811

Postage and Fees Paid
Employment Security Mail
LAB 449

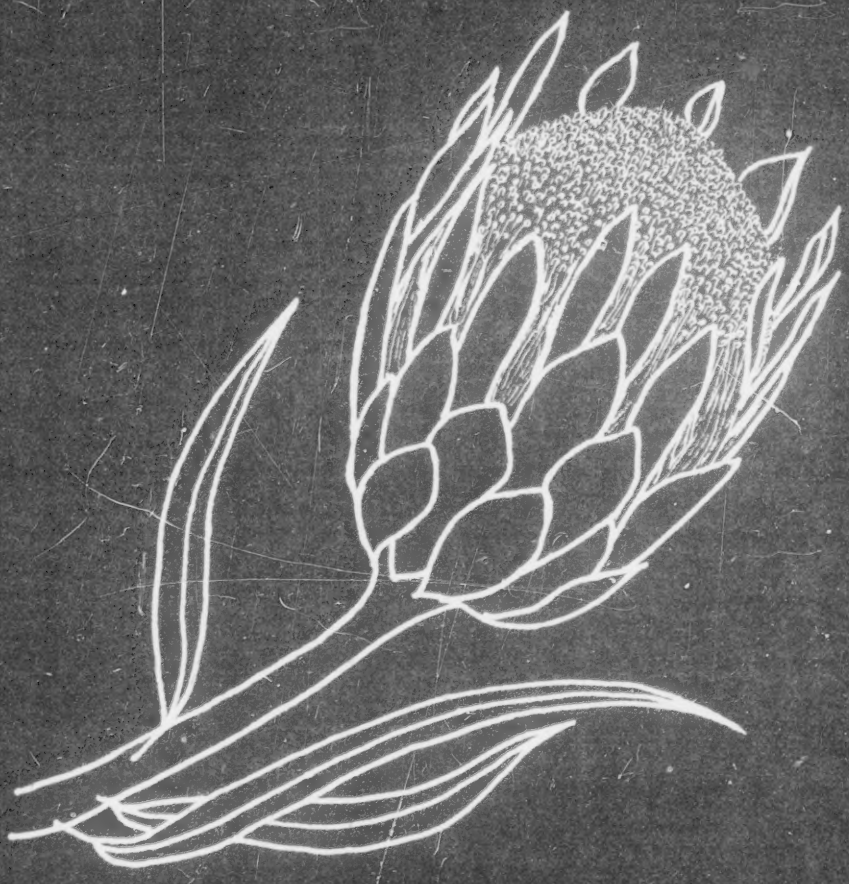
OFFICIAL BUSINESS

Congressional Information Service
SRI
4520 East-West Highway Suite 800
Bethesda, Maryland 20814

S2070-2(WJA

LABOR MARKET REVIEW

HAWAII 1981



DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
STATE OF HAWAII

PREFACE

The **LABOR MARKET REVIEW (LMR)** provides labor force information for the State of Hawaii, the Honolulu Standard Metropolitan Statistical Area (SMSA) and the counties of Hawaii, Maui, and Kauai. Included in this report are population and labor force analyses, summary of occupational needs, employment and training programs, and an outlook. This issue recaps the developments of calendar year 1981.

The LMR is intended to provide local information for employment and training program planning purposes.

Comments and suggestions regarding the format or content of this report are welcome. Please direct them to:

RESEARCH AND STATISTICS
Labor Market and Employment Service
Research Section
State Department of Labor and
Industrial Relations
P.O. Box 3680
Honolulu, Hawaii 96811

Cover: Drawing of protea blossom is courtesy of Janet Ohira. Photographs on pages 16, 26, and 27 are courtesy of Hawaii Association of Realtors, Department of Personnel Services and Alexander and Baldwin, Inc., respectively.

TABLE OF CONTENTS

	Page
HIGHLIGHTS	1
DESCRIPTION OF THE STATE	2
DEVELOPMENTS	
Economy	4
Population	7
Employment by Industry	10
Unemployment	14
Characteristics of Employment Service Applicants	14
Characteristics of the Insured Unemployed	16
Hours and Earnings	18
Labor Turnover	20
OCCUPATIONAL NEEDS	
Workers in Surplus	21
Job Opportunities	22
Job Outlook	24
BARRIERS TO EMPLOYMENT	24
SUMMARY OF SELECTED EMPLOYMENT AND TRAINING PROGRAMS	25
OUTLOOK	27
DEFINITIONS	28

HIGHLIGHTS

During 1981, Hawaii's economy experienced the pressures of a nationwide recession.

EMPLOYMENT: Statewide, the average number of employed persons amounted to 425,000 in 1981, an increase of 1.9 percent over the previous year.

JOBS: The total nonagricultural jobcount of 404,650 reflected a slight loss of 50 positions over-the-year. Agricultural jobs, on the other hand, exhibited a respectable growth of 8.5 percent.

UNEMPLOYMENT: The jobless count was on the upswing in 1981, increasing by 3,000 to 24,000. All counties registered higher unemployment rates.

HOURS AND EARNINGS: Employees in all surveyed industries averaged higher hourly and weekly earnings, despite some cutdown in the average number of hours worked a week.

LABOR TURNOVER: Labor turnover statistics for the manufacturing industries revealed a depressed economy. Both hirings and separations declined.

OCCUPATIONAL NEEDS: Jobseekers registered with the Hawaii State Employment Service offices outnumbered job openings by a ratio of 3:1 in fiscal year 1981.

OUTLOOK: The state's economic health will most likely remain lethargic in 1983 unless boosted by a revival of tourism and lower interest rates. Employment and unemployment are seen advancing. The jobless ratio, too, should climb as long as the recession persists.

DESCRIPTION OF THE STATE

The State of Hawaii has a land area of 6,425 square miles and ranks 47th in the nation in size. The State consists of seven major inhabited islands: Hawaii, Maui, Oahu, Kauai, Molokai, Lanai, and Niihau. It is organized administratively into four counties: Honolulu, Hawaii, Maui, and Kauai.

CITY AND COUNTY OF HONOLULU

CITY AND COUNTY OF HONOLULU encompasses the entire island of Oahu and is also designated as a Standard Metropolitan Statistical Area (SMSA). Although the smallest county in area, 39 percent of the State's land area, approximately 80 percent of the population reside on Oahu. It is classified as one of two Comprehensive Employment and Training Act (CETA) prime sponsors in the State.

BALANCE OF STATE

BALANCE OF STATE consists of Kauai, Maui, and Hawaii Counties and is designated a CETA prime sponsor.

KAUAI COUNTY includes the islands of Kauai and privately owned Niihau. Combined they make up about 10 percent of the State's land area. Kauai County is the least populous county with 4 percent of the State's population.

MAUI COUNTY includes the four islands of Maui, Molokai, Lanai, and uninhabited Kahoolawe. The combined land area represents 18 percent of the State total. Approximately 7 percent of the State's population reside in Maui County.

HAWAII COUNTY is geographically synonymous with the island of Hawaii. The "Big Island" encompasses 63 percent of the total land area in the State. However, only about 10 percent of the State's population reside in this county.

DEVELOPMENTS
ECONOMY

Hawaii's economy was in a depressed state during 1981. Tourism was flat as the national recession continued to plague the visitor industry. Sugar sales dropped by a whopping 46.1 percent, and pineapple felt the effects of foreign competition. Inflation continued with Honolulu's Consumer Price Index (CPI) rising by 10.5 percent during 1981, the third year of double-digit inflation. Price increases, however, have been slowing down.

The **tourist industry** was adversely affected by recessionary conditions on the Mainland. Hawaii's visitor industry attracted 3,934,621 visitors in 1981, only 119 more than the 1980 figure. Westbound visitors, primarily from the Mainland and Canada, were down 2.3 percent, but an 8.0 percent gain in eastbound visitors made up the difference. The number of hotel rooms increased by 2.8 percent in 1981. In October 1980 there were 55,700 hotel rooms, but by October 1981 the State inventory reached 57,239. New hotel room additions were largely responsible for the 1981 drop in occupancy rates from 69.3 percent in 1980 to 68.2 percent in 1981, since the number of visitors remained relatively unchanged from the previous year. The visitors spent $3.2 billion in 1981, 11.3 percent more than in 1980. This reflected little more than the rate of inflation.

Hawaii's **sugar** producers struggled through 1981. While the production of raw sugar — over 1,048 thousand tons — was 2.3 percent above 1980 levels, sharply lower sugar prices led sugar sales to decline from $387.1 million in 1980 to $207.4 million in 1981.

The **pineapple** industry also had its share of problems last year. In 1981 the production of canned pineapple and pineapple juice was down 1.5 percent from 1980. Production of the fresh fruit was also down last year — to 56,000 tons in 1981 in contrast to 65,000 tons in 1980. World oversupply of the fresh fruit was the primary cause for the decline. The farm value of pineapple reached $89.7 million, 17.2 percent above the previous year.

In the **construction** industry, the value of construction put in place totaled $1.58 billion, up a scant 1.0 percent from the $1.57 billion of 1980. High interest rates restricted construction activities in the State. Private building authorizations declined by 34.2 percent to $802.0 million, as all four counties posted large decreases. Government contracts awarded, however, rose by 85.4 percent to $427.5 million. Construction employment, after three years on the uptrend, decreased by 1,650 to 22,300.

Retail trade, as reflected by the retailing tax base, topped $6,700 million in 1981, an increase of 9.7 percent over 1980. When deflated by the Honolulu CPI, total trades declined slightly.

Defense expenditures amounted to $1,449 billion, 10.0 percent above 1980 levels. The increase was mainly attributed to inflation.

Employment conditions worsened in the State in 1981. While the number of persons holding jobs increased by 1.9 percent to 425,000, the **total non-agricultural wage and salary jobcount** decreased by 50 to 404,650. Trades, transportation, communication and utilities, and services and miscellaneous were the only three major industries that added workers in 1981. Unemployment averaged 24,000, and the jobless rate rose from 4.8 percent in 1980 to 5.4 percent in 1981.

Hawaii continued to have a comparatively high **per capita personal income.** During 1981 the per capita personal income was $11,098, a 9.9 increase from the 1980 level of $10,101.

Kukui Grove Shopping Center in Lihue, Kauai

ECONOMIC TRENDS DURING PAST DECADE
STATE OF HAWAII

	UNITS OF MEASURE	MOST RECENT YEAR*	YEAR BEFORE	TEN YEARS BEFORE
Population:				
Total resident	persons	981,000	964,691	801,998
Civilian resident	persons	919,500	903,972	750,200
Total de facto	persons	1,066,000	1,052,959	832,800
Civilian Labor Force:				
Total civilian labor force	persons	440,000	438,000	336,800
Employed	persons	425,000	417,000	313,450
Unemployed	persons	24,000	21,000	23,350
Unemployment rate	percent	5.5	4.8	6.9
Nonagricultural Jobs	jobs	454,850	441,350	317,600
Per Capita Personal Income	dollars	11,196	10,478	3,808
Consumer Price Index, All Items	1967=100	272.4	247.0	119.9
Tourism and Recreation:				
Overnight and longer visitors	1,000 persons	3,935	3,905	1,819
Average daily visitor census	persons	45,900	40,497	10,880
Visitor expenditures	$ million	3,750	2,875	709
Hotel rooms, October	number	61,230	58,150	30,340
Hotel occupancy, Oahu/Waikiki	percent	74.9	71.7	68.9
Hotel occupancy, Neighbor Isls.	percent	63.1	62.6	60.5
Defense Expenditures	$ million	1,449	1,317	709
Agriculture:				
Crop sales	$1,000	401,648	552,321	178,639
Sugar (unprocessed cane)	$1,000	207,400	385,100	115,600
Pineapple (fresh equivalent)	$1,000	89,745	76,596	40,309
Other crops	$1,000	104,503	90,625	22,539
Sugar production, 96° raw value	1,000 short tons	1,048	1,023	1,230
Pineapple prod., canned fruit and juices	1,000 actual cases	17,756	18,903	28,968
Pineapple prod., fresh equivalent	1,000 tons	636	687	911
Construction and Housing:				
Honolulu contruction cost index				
Single family residence	1967=100	291.2	268.3	129.7
High-rise building	1967=100	308.2	290.1	125.1
Housing units, April 1	number	347,854	334,238	228,749
Owner-occupied**	number	142,590	137,464	93,858
Construction completed	$ million	1,584.7	1,564.1	697.0
Private construction authorizations	$ million	802.0	1,219.2	376.3
Government contract awards	$ million	427.6	230.6	175.4
Trade:				
Retailing tax base	$ million	6,700.8	5,709.6	2,050.2
Wholesaling tax base	$ million	3,528.8	2,986.5	818.4

*Most recent year is 1981.
**Data for 1980, 1981 refer to January 1; data for 1971 to July 1.
Sources: Bank of Hawaii, Chamber of Commerce, First Hawaiian Bank, Hawaii Agricultural Reporting Service, State Department of Labor and Industrial Relations, Hawaii State Department of Planning and Economic Development, Honolulu Board of Realtors, Hawaii Visitors Bureau

POPULATION

The total resident population of Hawaii was 964,691 in 1980. This represented a gain of 194,778 persons or 25.1 percent over the population living in the state ten years earlier. All counties registered gains. Maui County recorded the largest growth rate of more than 30 percent. Hawaii County followed with 45 percent, Kauai County with 31 percent, and the City and County of Honolulu with approximately 20 percent.

Hawaii's population included 61,019 or 6 percent who were members of the armed services, and the remaining civilian segment consisted of 64,023 or 7 percent who were military dependents and 839,649 or 87 percent who were non-military dependents.

Most of the state's residents, 86 percent, lived in urban areas, principally in Honolulu SMSA, while the rest, 14 percent, resided in rural surroundings, mainly on the neighbor islands.

By a slight margin, males were in the majority at 51.3 percent. The state's population may be considered young as over one-third were 21 years of age and younger and another one-third were between 22 and 44 years old. An older population, consisting of those 45 years and above, existed in the neighbor island counties.

The major ethnic groups in the state were: white (33 percent), Japanese (25 percent), Filipino (14 percent), and Hawaiian (12 percent). While the first two groups reflected relatively consistent proportions throughout the counties, the latter two exhibited more fluctuation: the Filipino segment in Kauai County and the Hawaiian segments in the counties of Hawaii and Maui were about double their respective representations in Honolulu.

DISTRIBUTION OF RESIDENT POPULATION BY SEX, AGE AND ETHNICITY STATE AND COUNTIES 1980

	State Total	City and County of Honolulu	Hawaii County	Maui County	Kauai County
TOTAL	964,691	762,565	92,053	70,631	39,042
PERCENT DISTRIBUTION	100.0	100.0	100.0	100.0	100.0
SEX					
Male	51.3	51.4	52.7	50.8	51.3
Female	48.7	48.6	47.3	49.2	48.7
AGE					
Under 16 Years	25.1	24.7	27.1	25.8	26.9
16-21	11.8	12.4	9.6	9.7	9.1
22-44	36.6	37.3	34.4	35.0	33.1
45-64	18.6	18.3	18.7	19.6	19.8
65 and Over	7.9	7.3	10.2	10.1	11.1
ETHNICITY					
White	33.0	33.1	31.5	33.6	28.5
Black	1.8	2.1	0.3	0.2	0.2
American Indian, Eskimo & Aleut	0.3	0.3	0.4	0.3	0.2
Japanese	24.9	24.9	29.6	22.1	29.5
Chinese	5.8	6.9	1.8	1.8	1.5
Filipino	13.8	12.8	15.8	16.9	26.2
Korean	0.9	0.9	0.6	0.8	0.3
Hawaiian	12.0	10.5	18.8	17.4	14.5
Samoan	1.5	1.8	0.5	0.1	0.1
Other	5.0	5.2	2.6	5.1	3.5

Note: Totals may not add due to rounding.
[1]By self-identification or race of mother.
Source: U.S. Bureau of the Census, Census of Population and Housing, 1980.

EMPLOYMENT

STATEWIDE

In 1981 the state went through a relatively lackluster year attributed to a sluggish visitor industry and a slowdown in construction activities due to continued high interest rates. The result was an employment increase of only 1.9 percent to 425,000 compared to an increase in unemployment of 14.3 percent to 24,000. The combination of these forces yielded a jobless rate of 5.3 percent, .5 percentage point higher than the 4.8 percent rate of the previous year.

While the number of working persons recorded a small gain over the year, the total nonagricultural job count of 404,650 reflected a slight loss of 50 jobs. The industries which helped to uphold the job count were other services, which acquired the largest number of new jobs, followed by federal government, trades, transportation, communication and utilities, and state government.

The **other services** category enjoyed an additional 2,900 jobs for a 3.0 percent increase over the period. Most of this addition was a result of a growing population which demanded more medical, recreational, business, and other services, and an expanding film industry.

Federal jobs grew by 350 as increased hirings by the U.S. Department of Defense exceeded staff reductions in other federal agencies.

Trades continued its upward trend, adding 300 positions. This growth, however, was much smaller than in

LABOR FORCE
CALENDAR YEARS

	STATE OF HAWAII		HONOLULU SMSA	
	1980	1981	1980	1981
Civilian Labor Force	449,000	449,000	346,000	346,200
Unemployment	21,000	24,000	15,400	17,100
Percent Unemployed	4.6%	5.3%	4.5%	4.9%
Employment	428,000	425,000	330,600	329,100
Total Nonagricultural Wage and Salary Jobs	404,700	404,650	313,300	312,150
Construction	27,000	27,300	18,000	18,150
Manufacturing	13,000	13,100	11,900	11,850
Transportation, Communication and Utilities	27,200	27,500	26,000	26,200
Trade	102,250	102,550	67,000	67,500
Finance, Insurance, and Real Estate	25,450	25,400	27,600	27,950
Services and Miscellaneous	96,100	101,000	75,000	81,050
Hotels	34,000	34,000	25,000	24,600
Other Services and Miscellaneous	62,100	67,000	50,000	56,500
Government	93,700	88,000	87,800	79,400
Federal	30,000	29,650	28,800	29,250
State	45,200	42,250	38,600	36,650
County	18,500	16,100	420	9,500
Agriculture	11,500	10,500	2,600	2,750

Note: Totals may not add due to rounding. Unemployment rate is the number of unemployed persons as a percentage of the labor force. Labor force is the sum of employed and unemployed persons. Nonagricultural wage and salary jobs are counts of the number of jobs, full- and part-time, in establishments. Agricultural jobs are estimates of the number of persons employed in agriculture. Honolulu SMSA includes Honolulu County only. Statewide data includes Hawaii, Maui, and Kauai Counties.

Source: Labor Force Data Book, Media of Hawaii; Employment, Labor, and Industry Statistics

BY INDUSTRY

previous years.

Transportation, communication and utilities moved steadily upward, picking up 150 more jobs. All of the gains were registered by the communication and utilities industry.

State government expanded by 300 despite the termination of CETA (Comprehensive Employment and Training Act) workers and a freeze on future CETA hirings.

On the negative side, **hotel** jobs decreased by 250 despite the openings of the Sheraton Royal Waikoloa on the Big Island and the Waiohai on Kauai, due to the slow tourist industry and the closing of the Halekulani.

Local government lost 550 slots, mostly due to cutbacks in the CETA programs.

Finance, insurance and real estate; manufacturing; and **construction** were all affected by the record high interest rates and the accompanying construction slump. The jobs count in finance, insurance and real estate dropped by 700, manufacturing by 800, and construction by 1,650.

Employment in **agriculture** rose by 800 positions to 11,450. Despite low prices, the sugar industry, aided by good weather, increased production, and diversified agricultural products also expanded, giving the industry a lift.

ESTIMATES 1980 AND 1981

BALANCE OF STATE		HAWAII COUNTY		MAUI COUNTY		KAUAI COUNTY	
1980	1981	1980	1981	1980	1981	1980	1981
99,100	102,800	41,350	42,450	35,250	35,850	20,000	20,600
5,600	6,900	2,750	3,400	2,600	2,950	850	1,250
5.6%	6.7%	6.2%	7.5%	7.3%	8.2%	4.1%	5.9%
93,500	95,900	38,150	38,950	32,650	32,900	19,150	19,350
71,650	71,900	28,450	28,800	28,100	28,450	16,100	16,250
4,950	4,150	1,950	1,700	1,900	1,650	1,100	900
6,850	6,400	2,850	2,650	2,700	2,500	1,350	1,150
5,200	5,150	1,900	1,850	1,500	1,450	1,000	1,000
17,700	18,050	7,550	7,700	6,950	7,150	3,900	3,900
4,350	4,600	1,250	1,350	2,200	2,450	1,050	1,150
19,150	20,050	6,950	7,250	8,350	8,650	3,700	3,900
9,700	10,050	3,050	3,200	4,800	5,250	1,850	1,950
9,450	10,000	3,900	4,050	3,550	3,950	1,900	1,950
13,500	13,550	6,550	6,550	4,200	4,400	2,750	2,750
1,150	1,100	600	600	300	250	250	250
8,500	8,850	4,100	4,150	2,750	2,850	1,650	1,700
3,850	3,800	1,800	1,800	1,150	1,250	850	850
7,900	8,700	3,250	3,750	3,350	3,450	1,550	1,850

HONOLULU SMSA

needed support to a wavering industry. Projects included: the expansion of the Keelikolani Building, which houses the state Department of Labor and Industrial Relations and the Department of Personnel Services; the District Court Building; a new airport control tower; the new state judicial complex; the Tapa Tower addition to the Hilton Hawaiian Village; the 576-unit Executive Center; the Windward Mall; and the Kuapa Kai Shopping Center Phase I.

With unstable interest rates and a capricious economy prevailing, **finance, insurance, and real estate** lost 950 jobs for a 3.4 percent drop. Most of the decline came about with the closing and consolidation of numerous real estate offices. Deregulation in segments of the financial industry, however, led banks and other financial institutions to display innovation in stimulating money market investments and increase services. Several establishments opening new branches in 1981 were First Hawaiian Bank and First Federal at Pearlridge; American Savings at Kaimuki Shopping Center; People's Savings and Loan Association at Fort St. Mall; and City Bank in Makiki.

Despite declining raw sugar prices and stiff foreign competition in pineapple production, **agriculture** grew by 300 positions to 2,750. Improved weather conditions and increased activity in the diversified areas aided in bolstering this sector.

BALANCE OF STATE

Like Oahu, the Balance of State (BOS), which consists of Hawaii, Maui, and Kauai, experienced a difficult year economically in 1981. The number of employed people rose by 2.6 percent to 97,900, while total unemployment leaped to 23.1 percent to 9,900. The employment gains did not compensate for the large jobless growth. The result is higher unemployment rates of 6.7 percent or more.

The total nonagricultural jobs count grew by only 1 percent to 71,900 during 1981 compared to 3.6 percent the previous year. Tourism, which had played an expanded role in the BOS throughout most of the past decade, was unable to halt its three-year downtrend, and high interest rates and fuel costs extracted their toll on the economy. Despite these debilitating factors, most of the industries managed to exhibit mild gains. Office services led with 550 more positions. Trades

Slowdown in tourism

employment went up advancing 5.7 percent to 10,050, bolstered mainly by Maui Hyatt's full year of operation. The luxury hotel attracted well-heeled tourists and a number of incentive and insurance groups. Other new hotels contributing jobs were the Sheraton Royal Waikoloa on the Big Island and the Waiohai on Kauai.

The **finance, insurance and real estate** sector kept up a brisk pace, expanding by 5.7 percent to 4,600 positions. Financial institutions were especially active with branch openings of Bancorp Finance and Dial Finance on the Big Island and American Security and Loan Mart on Main. Little action occurred in real estate owing to the scarcity of mortgage money.

State government increased by 1.3 percent to 8,650.

Industries not so fortunate in adding jobs were the local and federal levels of government and transportation, communication and utilities which each lost 50 positions; manufacturing, which reduced its ranks by 550 positions; and construction which had 800 fewer slots.

Local government went down 3 percent to 3,800 while the federal government experienced a 2.1 percent decline, ingesting 100 jobs. For the latter, some of the decrease was due to shrinking federal funds and the firing of striking air traffic controllers.

Jobs in **transportation, communication and utilities** slid 1 percent to 5,150, partly due to the slowdown in tourist travel and the air traffic controllers strike. Also, United Airlines cut back flights from Hilo and Evergreen International from Maui.

Manufacturing with 6,300 jobs suffered an 8.1 percent loss. Hawaiian canned pineapple was up against heavier competition as world production increased, particularly from Thailand. Also, profits were not as good due to higher labor and storage costs.

The **construction** industry took the worst beating in 1981, exchanging a high of 6,100 persons for a 4,150 jobs count. High interest rates and a shortage of lending money were blamed for the depressed condition. Sales, however, of condominiums involved hotels on the Big Island's Kohala shopping centers such as Kona Shopping Center on the Big Island and Kukui Grove Center on Kauai, and several office buildings. Weighted construction activity around condominium projects at Kona, Big Island and Maui and single family homes on Maui and Kauai. Government construction remained the biggest expansionary roadway and military facilities.

1981 was a record year for the **agriculture** as jobs increased by 400 positions from 5,800. Sugar plantations continued to control Hawaii's fields to their sugarcane and a grossing all operations, planting seemed highly credible per acre. Since the sugarcane sugar lands were processed by sugarcane growing fields. While fresh pineapple remained worth increased tonnage productions, other agricultural products including fruit, nuts, flowers and nursery products and papaya, flowers among advancement. Papaya production was fresh fruit pineapple, prone to three expectations due to a commercial pesticide. The aquaculture sector made steady progress as Ahuna Aquaculture and Prawns of Hawaii, Inc. on Kauai's north shore raised and marketed their supply.

HAWAII COUNTY

Experiencing a loss of 400 in 1981, Hawaii County's economy declined as the steady drop in tourism began taking its toll. While the civilian labor force increased from 43,850 in 1980 to 44,350 in 1981, the total number of unemployed also increased from 2,700 to 3,800, resulting in a higher unemployment rate of 7.8 percent in 1981. The total nonagricultural wage and salary jobs count exhibited a decrease of 250 positions due, in part, to the big drop in the number of visitors to the Big Island. In addition, the sharp drop in sugar prices, reduced federal funds and the severe drought during the first seven months of the year, all added to the poor economic conditions of 1981.

Despite the adverse state of the economy, **other services** was able to provide 200 additional jobs in 1981 at a growth rate of 4.8 percent. The Mauna

Lani Resort, Inc. opened its new golf course and Consolidated Amusement's triplex theater at Hualalai Center began operations. Continued development in the harnessing of geothermal energy also stimulated growth in this area.

After losing positions during the previous year, **trades** fought back for a modest gain of 300 jobs in 1981. Providing most of the employment gain was the completion of the Keaau Town Center. Sure Save Super Market, one of the stores opening in the center, acquired 60 new hires. Other establishments open for business in the center are Ben Franklin and Coast to Coast, a national franchise hardware store chain.

Registering a small gain of 50 positions, **manufacturing** was sustained primarily by its macadamia nut industry. Mauna Loa Macadamia Nut Co., the largest grower and manufacturer of macadamia nut products, is engaged in a 5,500-acre expansion program and is continually developing new macadamia nut products. Its butter-glazed nuts have been successful and it has now come out with coconut and Kona coffee flavored nuts, giving the company two more consumer products. Doing its part, Hawaiian Holiday Macadamia Nut Co. added Kona Coffee to its list of products in hopes of perking up the coffee industry.

Reflecting the economic conditions during 1981, **finance, insurance and real estate** showed no change in employment. Although branch openings of Bancorp Finance and Dial Finance did occur on the Big Island, the sluggish real estate market prevented any real gains in jobcounts from surfacing.

Federal, state, and local governments also remained relatively stable at 600, 4,300 and 1,800 respectively.

Sheraton Royal Waikoloa

Transportation, communication and utilities showed a 4.5 percent drop or a loss of 50 positions with United Airlines reducing the number of flights from Hilo.

A decline in the number of visitors to Hawaii County for the third consecutive year took its toll on the tourist industry. **Hotel** employment suffered a loss of 5.8 percent or 150 jobs. Preventing the loss of an even greater amount of positions was the opening of the Sheraton Royal Waikoloa in July 1981.

Hurting the most during 1981, the **construction** industry was down by 13.1 percent or 250 jobs. High interest rates, declining tourism and tight government budgets were responsible for the drop in construction projects. Projects underway or completed during the year included: the $3 million Kaiser Shopping Center, the $8.5 million Francis H. Brown Golf Course and Clubhouse at the Mauna Lani Resort, the $45 million Mauna Lani Bay Hotel, the $5 million Kona Surf Convention Center, and the Sheraton Royal Waikoloa completed in June. Residential construction clustered around condominium projects in Kona, while government construction included expansion of the University of Hawaii Hilo campus and various other public works projects.

Agriculture proved to be the biggest job gainer, providing 500 more jobs in 1981. Although much of 1981 was stricken by drought conditions, diversified agriculture grew solidly accounting for most of the gain in employment. Macadamia nuts, flowers and nursery products continued to expand as Mauna Loa Macadamia Nut Co., the largest grower, increased its acreage of new plantings and sales of flowers and nursery products brought in a major percentage of the state total.

MAUI COUNTY

After several years of growth, Maui County's economy declined during 1981 as the drop in tourism which began in 1980, continued through 1981. Maui, however, did not suffer as much as the other counties in the balance of State. The civilian labor force increased by 1,600 to 38,850 as the number of unemployed increased by 300 to 2,300 and the number of employed increased by 1,300 to 36,550. The resultant unemployment rate of 5.9 percent for 1981 was slightly higher than the 5.3 percent registered in 1980.

Despite the slump in tourism during 1981, **hotel** employment rose by 8.4 percent to 5,250. This gain was attributed to Maui Hyatt's first full year of operation. Other hotels adding to the jobcount were the Maui Lu increasing its room count to 215 and the opening of the $60 million, 720 room Maui Marriott Resort in December.

The **other services** industry created 8.2 percent more jobs, raising its count to 3,950. Maui County ushered in fledgling establishments such as: Maui Car Rental & Leasing, Inc.; Maui Marketing Data providing computerized marketing and sales consultation; Maui 60-Minute Color Photo Lab; and J.P. Wilson Associates, offering bookkeeping services.

The jobcount in **trades** expanded by 200 positions or 4.1 percent for a total of 5,150. Businesses opening during the year included: Data Inc., retailing personal and business computers; Island Processors, a meat processing firm; and Esquire and an expanded Sears in the Kaahumanu Center. RI Furniture also underwent a multimillion dollar expansion with a new service center, a larger showroom, and a computerized inventory system.

The **finance, insurance and real estate** sector also added 200 jobs bringing its total to 2,300. American Security Bank opened a new branch in Lahaina, and Liuli Mart, Bank of Maui's first foreign production office, opened in Kihei. May Sheehy & Associates, Ltd., a real estate firm, opened an office in Kahului.

Overall, government gained 300 positions for a total of 4,300 on its payroll in 1981. **State government** contributed 100 jobs, while **local government** added 50 positions. **Federal government**, however, lost 50 slots, due in part to shrinking federal funds.

Maui Marriott Resort Hotel

Jobs in **transportation, communication and utilities** managed an increase of 2.9 percent to 1,750, despite the slowdown in tourist travel. The biggest news in transportation was the start of Mid Pacific, the new inter-island air carrier serving Oahu, Kauai and Maui. Also, Maui Electric's expansion of its Kahului headquarters has enabled the utility company to double the size of its operation.

Construction dropped considerably during 1981, declining by 38.4 percent or 350 jobs for a total of 1,550. Sustaining the industry in hotel construction were the $60 million, 720 room Maui Marriott Resort and the expansion of the Maui Lu Hotel. Commercial construction centered around office building complexes, such as: the first Insurance Plaza in Kahului; the Kaheawa Professional Plaza; the $2.5 million Kapalua commercial complex; the $2.5 million Kahului branch of First Hawaiian Bank; and Dillingham Land Corporation's 2-story, $4.1 million office building at the Kaahumanu Shopping Center. Residential construction centered primarily around condominium projects, while government construction included roadwork, college facilities, and expansion of Kahului Airport.

Manufacturing took the worst beating in 1981, dropping 22.4 percent for a 2,300 jobs cutback as pineapple encountered heavy foreign competition, particularly from Thailand.

Agriculture made a good showing in 1981, increasing by 300 positions to 3,450. Sugar plantations continued to convert narrowed fields to drip irrigation, and a program of "green line planting" insured higher yields per acre. While local pineapple competed with increased foreign production, diversified agriculture made big gains. Some low-yielding sugar lands were converted to macadamia nut fields, and Maui's growing blossom industry showed strong advancement. Furthermore, Tedeschi Vineyard and Winery had its first good production of wine grapes.

KAUAI COUNTY

Kauai County's economy slid during 1981 as a sharp decline in visitors continued through the year. Reflective of a deteriorating economy, Kauai's unemployment rate increased from 4.6 percent in 1980 to 5.9 percent in 1981. Although the number of employed increased by 350 to 19,400, the num-

ber of unemployed increased by 300 to 1,200 resulting in the higher jobless rate. The total non-agricultural wage and salary jobcount, however, did increase by a modest .6 percent or 100 positions.

Although visitors to Kauai dropped during 1981, **hotel** employment increased by 100 to 1,950 or 7.1 percent. Much of the increase can be attributed to the opening of the new $60 million, 460-room Waiohai Hotel at Poipu Beach.

Trades grew 2.5 percent to 3,800, holding its own despite the slump in tourism. Stores and restaurants opening during the year were concentrated primarily in shopping complexes. Gem of Hawaii, Inc. opened its first Kauai outlet in the Lihue Shopping Center along with Cam's Barn Restaurant. Other openings included Tropical Taco, Trade Wind Tees, and Zippy's in Kapaa, and the Big Save corporation in Kekaha.

Other services went up by 2.2 percent or 50 more jobs, raising its count to 1,950. Kauai was the scene for more movie productions such as "Raiders of the Lost Ark" and filming of a documentary entitled "Behold Hawaii — the Islands — the People." In addition, big strides were made toward energy self-sufficiency.

Local and federal government displayed no change in employment during 1981, while **state government** added 50 positions to its payroll.

In **manufacturing,** the sugar companies lost millions of dollars from low sugar prices; however, the industry's jobcount did not change from the previous year.

Transportation, communication and utilities also showed no change in its jobcount. While tourism was down, the start of Mid Pacific, the new inter-island carrier servicing Oahu, Kauai, and Maui; and Princeville Airways adding flights between Princeville, Kauai and Kahului, Maui, prevented the industry from experiencing any loss.

Finance, insurance and real estate declined by .9 percent or 50 positions. The scarceness of mortgage money contributed to the loss of jobs in this sector.

Taking the biggest plunge **construction** dropped by 17.3 percent or 200 jobs for a count of 900 during 1981. High interest rates and the weakness in tourism all added to the poor showing in construction. Commercial projects giving support to the industry included the Kukui Grove Center and the State Savings Plaza in Lihue. Hotel construction included the Hanamaulu Bay Villas at Nukolii; the Waiohai Hotel at Poipu Beach, completed in May; and the 232-room addition to the Sheraton Kauai. A major government project was the new north-south runway at Lihue Airport.

Employment in **agriculture** remained unchanged. Although sugar prices have been depressed, overhead expenses did ease considerably for items such as fertilizer and petroleum products, as plantations continued their efforts toward reducing dependence on fuel oil. Moreover, improved weather conditions during 1981 aided in preventing a drop in the agricultural payrolls.

Waiohai Hotel in Poipu, Kauai

UNEMPLOYMENT

After several years of improvement, unemployment in Hawaii shifted course and climbed upward in 1981. The number of jobless rose by 3,000 to 24,000 for an increase of 14 percent. This growth outpaced the expansion in employment, thus advancing the jobless rate by one-half of a percentage point to 5.3 percent.

Unemployment rates in all counties increased over-the-year. Honolulu SMSA's (4.9 percent) and Maui County's (5.9 percent) rates exhibited the smallest gains of .4 point and .6 point, respectively, while Kauai County's (5.9 percent) and Hawaii County's (7.8 percent) rates rose by 1.3 points and 1.4 points, respectively.

The average weekly benefit amount collected by Unemployment Insurance (UI) claimants was $113.59 in 1981, when the maximum benefit amount was $157.00. Claimants received weekly benefits for an average duration of 14 weeks.

Total benefit payments of $57.5 million were paid to UI claimants in 1981. Employers contributed $63.3 million to the UI trust fund, leaving a balance of $106.3 million at the end of the year.

Although descriptive information on all of the state's jobless people is virtually nonexistent, a review of data compiled monthly about Employment Service (ES) applicants and UI claimants will furnish some characteristics of Hawaii's unemployed.

ES applicants are all persons, employed or unemployed, registered with the ES offices and seeking jobs. UI claimants are included in ES data since registration is a prerequisite to collecting UI benefits.

The following are characteristics of ES applicants in fiscal 1981:

SEX

- Slightly more than one-half were males; their proportions were highest in the neighbor island counties — from 52 percent in Kauai to 57 percent in Maui.

AGE

- Persons 25-44 years of age comprised the largest proportion of applicants at 47 percent. Those under 25 years old made up the next biggest group at 40 percent.

EDUCATION

- More than 30 percent of all applicants had education beyond the 12th grade, and over 70 percent possessed at least a high school diploma.

ETHNIC GROUPS

- Reflecting its share of the population, Asian and Pacific Islander applicants predominated at 57 percent. Hawaii County recorded 48 percent, while Oahu reported 61 percent.
- Persons of white parentage represented 38 percent of all applicants statewide. On Oahu, the ratio was about 1:3 compared to a ratio of 1:2 in the neighbor island counties.

UI CLAIMANTS

- Approximately one-third of the ES applicants were benefitting from unemployment insurance.

VETERANS

- Statewide, 13 percent of the applicants were veterans. Vietnam-era veterans made up 6 percent.

HANDICAPPED

- Individuals with handicaps comprised 7 percent of those seeking employment services; Maui had the highest percentage with 10 percent.

ECONOMICALLY DISADVANTAGED

- The percentage of economically disadvantaged applicants reflected wide variation among the counties, from a low of 30 percent in Maui County to a high of over 50 percent in Hawaii County.

FOOD STAMPS

- Approximately one out of eight ES jobseekers statewide were food stamp program participants. Kauai's ratio of 1:4 was the largest and Maui's was the smallest at about 1:10.

WELFARE

- Welfare recipients averaged 16 percent of all ES applicants.

CETA

- CETA workers accounted for 4 percent of the ES applicants in the state.

EMPLOYMENT STATUS

- Approximately 85 percent of the applicants were unemployed; the remainder were employed, either part-time or full-time, and were seeking better or additional jobs.

CHARACTERISTICS OF EMPLOYMENT SERVICE APPLICANTS STATEWIDE FISCAL YEAR 1981

	State	Honolulu SMSA	Hawaii County	Maui County	Kauai County
TOTAL NUMBER	110,923	77,618	15,790	14,072	4,965
PERCENT DISTRIBUTION	100.0	100.0	100.0	100.0	100.0
SEX					
Male	51.6	50.4	53.8	56.6	51.5
Female	48.4	49.6	46.2	43.4	48.4
AGE					
Under 25	40.0	40.2	35.0	42.5	38.1
25-44	46.5	44.9	53.3	46.9	51.4
45-64	12.5	13.3	10.9	9.8	9.8
65 and Over	1.0	1.1	.8	.7	.6
HIGHEST SCHOOL GRADE					
Under 12th	27.2	26.4	21.7	28.0	20.6
12th	40.6	40.1	44.3	40.7	46.4
Over 12th	32.0	31.5	34.0	31.2	32.9
ETHNIC GROUPS					
White	37.7	33.8	47.8	46.5	48.3
Black	2.0	2.5	.9	.6	.7
Hispanic	2.8	3.0	3.2	1.6	2.1
American Indian & Alaskan Native	.2	.2	.2	.1	.1
Asian & Pacific Islander	57.2	60.6	47.7	51.0	48.6
INA	.2	.2	.1	.2	.2
ELIGIBLE UI CLAIMANT	38.6	37.1	34.0	36.3	37.8
VETERAN	13.2	13.3	14.4	12.4	11.4
Vietnam-Era	6.3	6.2	7.4	6.0	5.5
HANDICAPPED	6.7	6.3	6.3	9.7	5.9
Physically	5.9	5.4	5.7	9.4	4.8
Mentally	.3	.3	.3	.1	.4
ECONOMICALLY DISADVANTAGED	38.7	38.2	41.2	40.0	37.7
Food Stamps	12.6	11.8	15.6	10.7	24.5
Welfare	15.6	17.3	15.5	7.2	11.6
CETA	3.8	5.2	.9	.2	.3
EMPLOYMENT STATUS					
Full-Time	10.0	8.4	11.0	17.8	10.2
Part-Time	6.4	6.0	8.8	5.6	8.3
Not Working	83.6	85.6	80.3	76.5	81.6

Note: County totals may not add to the State total because an applicant may register at more than one Employment Service office but counted only once in the State total.
INA = Information Not Available.
Source: Employment Security Automated Reporting System

Each month a survey of the **insured unemployed** is conducted in conjunction with the U.S. Department of Labor. The survey includes people who filed claims for UI benefits under the regular Unemployment Insurance program.

To quality for benefits, an unemployed person must have: registered for benefits, been able to and available for work, registered for work, been unemployed for a waiting period of one week, and met the weeks-worked and wages-paid requirements.

It is important to note that the survey does not account for all unemployed persons. Persons out of work but not included in these statistics are:

- those who have exhausted all of their regular benefits;
- those who are entering the labor force for the first time — entrants;
- those who are reentering the labor force after a period of absence — reentrants;
- those who delay or never file;
- those who quit voluntarily without good cause;
- those who are discharged for misconduct connected with their work; and
- those who are disqualified from receiving benefits for not complying with requirements to look for employment.

Statewide, UI claimants increased by 1,321 to 11,600 in 1981.

SEX

- Male UI applicants predominated over female applicants by a ratio of 3:2 throughout the counties; their proportion was highest in Kauai County at 68 percent and lowest in Honolulu SMSA and Hawaii County at 62 percent each.
- From 1980 to 1981, the proportion of females collecting UI benefits decreased in all counties except Maui County where their share remained virtually the same. Kauai County's female applicants reflected the most drastic drop from 48 percent to 32 percent.

AGE

- Roughly 60 percent of all claimants were between 25 and 44 years old in 1981. Kauai County exhibited the largest proportion of insured unemployed in this age range with 65 percent, while Honolulu SMSA showed the lowest with 57 percent.
- The 25-44 age group increased in all counties over-the-year as the older groups declined.

DURATION UNEMPLOYED

- Three out of every four people filing UI claims experienced joblessness for 5 weeks or more.
- The percentage of claimants unemployed for 4 weeks or less decreased in 1981; conversely, the percentage of those unemployed 15 weeks or longer increased, indicating a tighter job market situation.

INDUSTRY

- Two out of three claimants previously worked in construction, services or trades.
- Over-the-year, construction claimants recorded the biggest gain in all counties, especially on Kauai where the claimants increased their share by 20 percentage points. These increases reflected the continuing slump in the construction industry, plagued by high, unrelenting interest rates.

OCCUPATION

- Persons with structural work experience comprised the largest occupational group — 34 percent statewide, and in Maui and Kauai counties they made up even higher proportions of 40 and 54 percent, respectively. This was not surprising, since most structural workers are employed in the construction industry.
- Of all county claimants, Kauai's reflected the most occupational fluctuation over-the-year. Claimants with structural work experience nearly doubled their share, while those who had service; professional, technical, and managerial; farming, fishing, and forestry; and bench work skills each decreased theirs by about one-half.

CHARACTERISTICS OF THE INSURED UNEMPLOYED
1980 AND 1981 AVERAGES

	STATE		HONOLULU SMSA		HAWAII COUNTY		MAUI COUNTY		KAUAI COUNTY	
	1981	1980	1981	1980	1981	1980	1981	1980	1981	1980
TOTAL	11,800	10,279	8,107	7,548	1,656	1,834	1,212	1,008	623	389
PERCENT DISTRIBUTION	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX										
Male	62.8	59.7	62.4	59.4	61.7	59.7	64.4	64.6	68.4	52.4
Female	37.2	40.3	37.6	40.6	38.3	40.3	35.6	35.4	31.6	47.6
AGE										
Under 25 Years	15.0	16.8	15.7	16.4	17.5	17.4	14.9	15.8	17.9	18.2
25-44 Years	58.2	56.8	58.6	55.7	61.7	61.4	59.2	57.6	55.0	62.5
45-64 Years	24.3	24.6	23.3	26.3	19.6	19.6	23.7	23.9	18.3	18.7
65 Years and Over	1.5	1.8	1.6	1.6	1.2	1.6	2.2	2.7	0.6	2.6
DURATION UNEMPLOYED										
1-4 Weeks	26.5	33.1	26.3	33.0	25.9	36.1	28.7	36.4	27.1	36.8
5-14 Weeks	42.1	41.0	41.8	41.6	41.8	41.1	43.4	42.3	43.5	39.3
15 Weeks and Over	31.4	25.9	31.9	26.1	32.2	22.8	27.9	21.3	29.4	23.9
INDUSTRY										
State Government	8.1	7.8	8.7	8.2	3.6	3.6	4.1	4.5	4.0	6.4
County Government	1.1	1.2	1.2	1.3	1.1	1.0	0.7	1.0	0.8	1.0
Agriculture	3.5	4.2	2.0	2.4	5.5	7.6	11.7	13.9	1.0	2.0
Construction	30.6	28.0	29.4	28.5	32.6	27.5	38.3	36.4	40.8	29.5
Manufacturing	9.4	11.8	10.9	13.1	6.0	9.1	7.1	7.6	2.9	4.4
Transportation, Communication & Utilities	6.9	7.0	7.6	7.8	6.0	6.0	4.0	4.5	5.8	8.5
Trades	17.8	17.2	17.2	17.8	16.3	18.1	13.5	11.8	15.6	17.0
Finance, Insurance & Real Estate	3.7	3.8	4.1	3.8	3.0	1.8	3.4	4.5	5.3	5.0
Services	18.5	19.3	18.2	19.4	19.8	21.5	16.0	15.6	14.5	22.1
All Others or INA	0.4	0.9	0.6	0.7	0.2	0.8	0.1	0.2	0.0	0.0
OCCUPATION										
Professional, Technical & Managerial	14.2	15.6	15.7	16.4	13.2	14.4	11.5	10.8	9.0	16.2
Clerical, Sales	19.7	17.3	19.0	18.4	18.8	16.7	12.3	10.0	16.1	17.2
Services	13.2	14.0	13.8	13.8	11.2	14.4	10.1	10.7	13.9	23.6
Farming, Fishing, & Forestry	3.2	4.7	2.8	2.9	5.1	8.2	14.1	15.8	1.6	2.5
Processing	4.0	5.3	4.7	6.4	2.8	5.2	3.1	3.1	0.3	0.5
Machine Trades	2.7	2.5	3.0	2.8	2.3	2.8	2.1	1.4	1.1	1.8
Bench Work	1.4	2.1	1.6	2.2	0.8	0.7	0.4	0.8	0.6	1.1
Structural Work	34.7	29.7	31.2	28.5	36.6	29.3	30.1	33.7	44.4	30.6
Miscellaneous	8.1	7.8	6.4	5.8	5.8	5.8	6.1	6.7	2.8	5.7
INA	0.0	0.4	0.0	0.0	0.7	0.4	0.1	0.1	0.0	0.4

NOTE: Totals may not add due to rounding. INA — Information Not Available

HOURS AND EARNINGS

A survey of hours and earnings is conducted monthly by the Hawaii State Department of Labor and Industrial Relations in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. This sampling of wage information from selected industries throughout the state provides estimates of gross weekly earnings, length of work week, and hourly pay rates for non-supervisory workers. The sample includes all persons who work full- or part-time or receive pay during the week that includes the 12th of the month. Paid holidays, sick leave, overtime, and vacation are included.

Between 1980 and 1981, all surveyed industries in the **State** showed increases in average weekly and average hourly earnings, despite some cutback in the average number of hours worked per week. These increases helped to create a buffer for any loss of work hours.

Average weekly earnings advanced to new highs with increases ranging from $6.66 in textile and apparel to $46.34 in construction. Food processing workers achieved the largest percent gain in gross wages, up 15.1 percent, followed by finance (14.6 percent). Receiving the lowest rate of increase were employees in communications and utilities, who averaged a 3.0 percent improvement. Construction was the undisputed leader in gross wages with an average weekly pay of $475.31. The textile and apparel industry was last with earnings of $150.64 per week.

HOURS AND EARNINGS FOR SELECTED INDUSTRIES STATE OF HAWAII CALENDAR YEARS 1980 AND 1981 AVERAGES

	Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	1980	1981	1980	1981	1980	1981
Construction	$428.97	$475.31	36.2	36.2	$11.85	$13.13
Manufacturing	258.17	289.90	37.8	38.5	6.83	7.53
Food Processing	238.26	274.31	37.7	39.3	6.32	6.98
Textile and Apparel	143.98	150.64	37.3	36.3	3.86	4.15
Printing and Publishing	330.01	355.21	36.0	35.1	9.27	10.12
Communications and Utilities	421.16	433.70	44.9	43.9	9.38	9.97
Trade	184.82	198.99	33.3	33.0	5.55	6.03
Wholesale	252.50	275.88	38.2	38.0	6.61	7.26
Retail	162.30	174.27	31.7	31.4	5.12	5.55
Finance	185.58	212.64	—	—	—	—
Hotels	173.72	193.64	31.3	32.6	5.55	5.94
Laundries	151.25	161.55	36.8	36.8	4.11	4.39

[1]Excludes eating and drinking establishments

Average weekly hours increased in only two industries — food processing (1.6 hours) and hotels (1.3 hours). Those employed in communications and utilities led in hours worked with 43.9 hours, while retail employees worked the least number, 31.4 hours.

Hourly pay raises ranged from 5.28 in laundries to $1.28 in construction. Workers in the construction industry enjoyed the highest hourly earnings ($13.13) and the largest percentage gain (10.8 percent). Other workers receiving substantial pay hikes were employed in manufacturing (10.2 percent), with food processing chalking up a 10.4 percent gain. At the lower end, textile and apparel workers were paid an average of $4.15 an hour, while communications and utilities employees received the smallest percentage adjustment of 6.3 percent.

Developments in hours and earnings for **Honolulu SMSA** basically reflected statewide data. Construction workers had the biggest raise ($41.64 per week) and the largest weekly earning ($477.71). At the opposite end, textile and apparel employees received a nominal gain of $6.69 a week and the smallest weekly paycheck of $151.79. In terms of percent increases, the finance industry experienced a hefty 14.8 percent gain; communications and utilities ranked last at 3.5 percent.

Average weekly hours decreased in all industries except food processing (0.2 hours). Communications and utilities recorded the largest loss of work hours (1.2 hours).

The highest hourly wage increase occurred in construction, up $1.18 to $13.16, while textile and apparel recorded the lowest increment, up 5.28 to $4.17. Wholesale workers saw the largest percent gain in their hourly earnings, a 10.3 percent gain over the previous year.

HOURS AND EARNINGS FOR SELECTED INDUSTRIES HONOLULU SMSA CALENDAR YEARS 1980 AND 1981 AVERAGES

	Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	1980	1981	1980	1981	1980	1981
Construction	$436.07	$477.71	36.4	36.3	$11.98	$13.16
Manufacturing	256.74	280.88	37.7	37.5	6.81	7.49
Food processing	226.69	247.53	36.8	37.0	6.16	6.69
Textile and Apparel	145.10	151.79	37.3	36.4	3.89	4.17
Printing and Publishing	335.45	381.86	35.8	35.2	9.37	10.28
Communications and Utilities	417.05	431.52	44.1	43.9	9.33	9.92
Trade	191.54	207.03	33.9	33.6	5.65	6.18
Wholesale	265.20	289.50	39.0	38.6	6.80	7.50
Retail	165.32	179.03	32.1	31.8	5.15	5.63
Finance	185.84	213.29	—	—	—	—
Hotels	183.37	192.89	33.1	32.6	5.54	5.92
Laundries	155.77	165.52	37.0	36.7	4.21	4.51

[1]Excludes eating and drinking establishments.

LABOR TURNOVER

The labor turnover data are developed in a cooperative federal-state program conducted by the U.S. Department of Labor's Employment and Training Administration and Bureau of Labor Statistics and Hawaii's Department of Labor and Industrial Relations. In Hawaii, the program is conducted only among the manufacturing industries.

Labor turnover statistics serve as indicators of economic conditions. Accessions and separations reflect the movement of wage and salary workers into and out of employment from individual establishments. During prosperous times, the number of people who accept new jobs is high, because of the availability of job opportunities. On the other hand, during periods of economic slowdown, the number of people who quit their jobs and the number of workers entering new jobs are low, while the number of layoffs is high. Recalls, under the accession category, are defined as permanent or temporary additions who are specifically rehired for a job in the same establishment of a company following more than seven days of layoff. New hires, quits, and layoffs are self-explanatory. All data on accessions and separations are expressed as numbers per 100 employees.

The labor turnover statistics for 1980 and 1981 continued to reflect a down economy and a tight job market. Employers hired less personnel while fewer workers quit their jobs. Both total accessions and separations declined over the year; the rate of layoffs decreased and recalls also dropped from its previous level.

Durable goods experienced the majority of the labor turnover. The rate of separations was down considerably from 7.8 to 5.7 separations per 100 workers. The rate at which people acquired jobs also declined, from 6.2 to 5.2. Labor turnover was most apparent in the stone, glass, and clay sector, as a result of the construction slump.

The non-durable goods sector reflected the overall downtrend with one notable exception: the textile and apparel division showed an upturn in total accessions as the rate of new hires increased from 2.2 to 2.5 new hires per 100 workers in 1981.

Note: The Labor Turnover Statistics program was discontinued at the end of 1981 due to federal budget cuts. Labor turnover information is available for the last twenty years from the Research and Statistics Office, Department of Labor and Industrial Relations.

LABOR TURNOVER RATES IN MANUFACTURING (PER 100 WAGE AND SALARY EMPLOYEES) STATE OF HAWAII CALENDAR YEARS 1980 AND 1981 AVERAGES

	ACCESSIONS						SEPARATIONS					
	TOTAL		NEW HIRES		RECALLS		TOTAL		QUITS		LAYOFFS	
	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981	1980	1981
Total Manufacturing	2.9	2.3	1.6	1.2	1.0	.8	3.3	2.8	1.1	.7	1.6	1.2
Durable Goods	6.2	5.2	1.7	1.3	4.4	3.6	7.8	5.7	1.3	.8	6.0	4.3
Lumber and Wood Products	2.8	2.8	2.4	2.4	.3	.4	4.2	3.0	2.7	1.4	1.2	1.2
Stone, Glass and Clay	3.4	1.8	.8	.2	2.5	1.6	5.1	3.7	.4	.4	3.4	3.1
Non-Durable Goods	1.9	1.6	1.5	1.2	.1	*	2.1	1.7	1.0	.7	.4	.4
Food and Kindred Products	1.9	1.2	1.3	.8	.1	*	1.8	1.6	.8	.5	.2	.3
Textile and Apparel	2.4	2.6	2.2	2.5	.2	.1	3.3	2.1	1.8	1.2	1.0	.4
Printing and Publishing	1.6	1.5	1.3	1.1	*	*	1.8	1.4	1.0	.7	.3	.1

[1]Excludes SIC 2033 (canned fruits, vegetables, preserves, jams, and jellies)
*Less than .05 percent

OCCUPATIONAL NEEDS

In order to get a better picture of the job situation in Hawaii, it is necessary to look at both the supply and demand sides of the labor market. One source of this information is the Hawaii State Employment Service (HSES). This agency processes jobs and workers for both the public and private sectors, matching people with jobs. HSES local offices maintain data files on both job openings and jobseekers; their data provide some idea of what type of skills job applicants have. However, this is not the complete picture. Private employment agencies are not surveyed; only HSES statistics are presented here. A final word of caution: not all of the HSES applicants are unemployed. Some are working and are looking for additional or better employment.

WORKERS IN SURPLUS

Evidence of a declining economy during 1981 began to surface as the unemployment rate edged upward to 5.3 percent. Following this trend, the Hawaii State Employment Service (HSES) registered a total of 101,711 jobseekers to 31,116 job openings, indicating an overall surplus of workers statewide during 1981. A drop in the number of visitors to Hawaii had a definite impact on the number of persons seeking employment during this period.

The occupational categories attracting the greatest number of applicants in all counties were clerical and sales; services; professional, technical, and managerial; miscellaneous; and structural work. A larger proportion of applicants in the farming, fishing, and forestry sector were registered on the neighbor islands, with agriculture being a primary factor in their economies.

As the clerical and sales and services sectors comprised the two largest occupational groups and offered the best opportunity for employment, 51.2 percent of the applicants at HSES offices in the state applied for positions in those areas. However, in some occupations, the number of applicants outnumbered the jobs available. Statewide, general merchandise salespersons, bartenders, nurse aides, host/hostess, and waiter/waitress were in surplus.

The area registering the next most sought after jobs was the professional, technical, and managerial category. Again, as in previous years, a big demand for teaching professions and managerial positions was evident throughout the state. Occupations attracting an excess number of applicants were vocational and guidance counselors, elementary and secondary teachers, office managers, and administrative assistants.

Next in demand were the miscellaneous and structural work occupations, drawing 14.1 percent and 11.5 percent of the HSES applicants, respectively. However, a slowdown in construction and tourism disappointed many seeking employment in these areas. Occupations actively pursued included truck drivers, bus drivers, carpenters, painters, construction workers, and heavy equipment operators.

As Oahu processes the majority of jobseekers in the state, it follows that its occupational needs reflected that of the state. Of the 101,711 applicants at HSES offices statewide, 74,945 were on Oahu. Hawaii County registered 16,795 applicants, while Maui County processed 14,804, and Kauai County handled 4,569. On the Big Island, the clerical and sales category had the largest number of applicants. It was followed by the miscellaneous; services; structural work; and professional, technical, and managerial fields. Pulling in 26.1 percent of the applicants, miscellaneous occupations were the most sought after in Maui County. Structural work jobs were next, followed by clerical and sales, services, and professional, technical, and managerial positions. Clerical and sales and services positions each drew 24.4 percent of the jobseekers on Kauai County. Structural work occupations harnessed 14.7 percent of the applicants, while the professional, technical, and managerial and miscellaneous sectors followed close behind.

Most of the job applicants were experienced in the positions they pursued. Those possessing the necessary background and training in the fields they applied for numbered 63,476 (62.4 percent of the applicants). The only category in which entry-level applicants outnumbered experienced ones was in the miscellaneous occupations, as skills utilized in many of these positions could be easily acquired through on-the-job training.

OCCUPATIONAL CLASSIFICATION OF REGISTERED APPLICANTS BY COUNTY, SEPTEMBER 1981

	State	Honolulu SMSA	Hawaii County	Maui County	Kauai County
Total	101,711	74,945	18,795	14,804	4,569
Percent Distribution	100.0	100.0	100.0	100.0	100.0
Professional, Technical, and Managerial	14.4	15.4	12.9	10.1	13.3
Clerical and Sales	28.7	31.8	23.0	18.7	24.4
Services	22.5	24.7	17.9	16.5	24.4
Farming, Fishing, and Forestry	4.0	2.2	7.0	6.7	7.4
Processing	.6	.5	1.2	.4	.4
Machine Trades	2.8	3.1	2.5	1.7	2.6
Bench Work	1.4	1.7	.6	.6	1.1
Structural Work	11.6	9.0	16.1	19.2	14.7
Miscellaneous	14.1	11.1	18.8	26.1	11.8

Note: Percent totals may not add due to rounding. Count includes all applicants who were active at any time during FY 1981. It excludes those with invalid occupational codes. County totals do not add to State total due to rounding.
Source: Employment Security Automated Reporting System

JOB OPPORTUNITIES

Despite the economic slowdown, there were 31,116 nonagricultural jobs listed with ES during fiscal year 1981 (October 1980 - September 1981). As expected, Oahu local offices listed the majority of jobs — 21,974 or slightly over 70 percent. Among the neighbor island counties, Maui County led with 4,963 job openings, Hawaii County followed with 3,151 openings, while Kauai had 1,028 openings.

More than three-fourths of the jobs were in clerical and sales, services, and structural work. County distributions of the job openings were generally similar to the statewide patterns.

In the professional, technical, and managerial occupations, there was a lack of qualified registered nurses and licensed practical nurses due to shift work requirements and unwillingness to work in remote areas. Employers also had difficulties in recruiting dental assistants.

NONAGRICULTURAL JOB OPENINGS RECEIVED BY COUNTY, SEPTEMBER 1981

	State	Honolulu SMSA	Hawaii County	Maui County	Kauai County
Total	31,116	21,974	3,151	4,963	1,028
Percent Distribution	100.0	100.0	100.0	100.0	100.0
Professional, Technical, and Managerial	6.2	6.6	6.7	3.8	6.3
Clerical and Sales	38.6	42.6	36.0	25.0	28.9
Services	26.9	25.5	25.1	32.1	36.1
Farming, Fishing, and Forestry	2.4	1.0	9.1	4.1	4.2
Processing	1.8	1.2	3.0	4.0	.4
Machine Trades	2.2	2.4	2.3	1.6	1.3
Bench Work	1.4	1.8	.9	.4	.3
Structural Work	11.7	10.0	8.5	22.0	8.9
Miscellaneous	8.8	9.0	8.6	7.0	13.6

Note: Percent totals may not add due to rounding.
Source: Employment Security Automated Reporting System

In clerical and sales, Oahu experienced a lack of applicants with good typing skills for clerk typist jobs and persons with good shorthand skills for secretary and stenographer openings. Recruitment difficulties for keypunch operators stemmed from shift work. In Hawaii County, a lack of interested applicants left general merchandise sales representative positions open.

In the services occupations, there was a lack of interested applicants for security guards. Counter attendant jobs were left open on Oahu due to shift and part-time work. In Maui County, dish carriers, kitchen helpers, and housekeeping cleaners were in short supply, especially in Lahaina. Cooks and waiters waitresses for informal establishments who were willing to work part-time and irregular hours were frequently sought by Kauai County employers.

Other major job opening areas included: licensed automobile mechanics; sewing machine operators; automobile-body repairers; first-class refrigeration mechanics; and automobile-service station attendants on Oahu; and diesel and licensed automobile mechanics and automobile-body repairers in Maui County. Hawaii County also reported a shortage of licensed automobile mechanics, while Kauai had an occasional need for specialized electronic mechanics.

At the end of September 1981, 2,238 positions were not filled, and of these, 1,287 jobs were hard-to-fill openings or were not filled after 30 days. Most numerous were clerical and sales and services jobs. Combined, they made up 51.4 percent of the hard-to-fill jobs. Processing jobs, however, were more difficult to fill as 30.2 percent of the job orders received remained unfilled after 30 days. Occupations remain in demand for various reasons: too highly specialized or applicants lack appropriate education, knowledge, or experience; unattractive working conditions; evening or shift work; undesirable location; low pay; and no advancement opportunities. Lack of transportation and housing were often a problem, especially on the neighbor islands.

UNFILLED JOB OPENINGS
STATE OF HAWAII, SEPTEMBER 1981

	Unfilled Jobs	Hard-to-fill Jobs	Percent Hard-to-fill
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]

[illegible]

JOB OUTLOOK

As in the past years, job prospects should be most favorable for white-collar and service workers. Among occupations likely to offer the best employment opportunities in the next year are: cashiers; stock clerks; sales clerks; janitors, porters, and other cleaning service workers; and food service workers such as cooks and waiters and waitresses. Sustained tourist activity, the addition of more stores in the Windward Mall, and the opening of the Mauna Lani Bay Hotel should generate employment opportunities for these workers. Also, there will probably be a continuing demand for secretaries, who are employed in every industry, and licensed practical nurses and registered nurses, as our growing population requires more and better health care.

Employment changes for blue-collar workers generally parallel changes in the construction and manufacturing industries. Its outlook will depend on how well these two industries fare in the coming year.

As agricultural employment continues to fall, there will be fewer job opportunities in farming, fishing, and forestry occupations. This decline will be attributed to the decreasing availability of jobs in the sugar and pineapple sectors, as companies decrease their acreage in order to remain profitable.

BARRIERS TO EMPLOYMENT

Unemployment is only one problem confronting some of the individuals who are out of work. Many face additional barriers which have to be resolved before they can find a job and perform satisfactorily on that job. Barriers to employment can be due to inadequate educational attainment, child care services, transportation, and others which hinder these jobseekers from obtaining suitable long-term employment.

EDUCATION. The major barrier to employment is lack of education and/or job skill. Technological advances have produced more and new technical occupations, requiring experience or more education. Most employers still require a high school diploma or its equivalent even if they have little relationship to job skill. Dropouts are denied work not because they cannot do the job, but because they do not have the right "pieces of paper." In addition, current levels of joblessness give the employer a substantial supply of educated and skilled workers to choose from.

LANGUAGE PROBLEMS. The inability to speak fluent English can be an obstacle, particularly in holding a job. Both verbal and written instruction can be difficult to comprehend without a thorough knowledge of English.

In recent years, Hawaii has experienced a steady influx of newcomers from Asian and Pacific areas. Many of these people do not speak English well or still communicate in their native language, thus limiting their chances of obtaining gainful employment.

CHILD CARE SERVICES. Lack of child care centers is a frustrating barrier to all mothers who want to work and/or have to work. This deficit is especially frustrating to economically disadvantaged women, since relatively more poor families are headed by women. If they are unable to secure satisfactory child care, women with children often are forced to abandon their job search and withdraw from the labor force totally. In other cases, women accept less than full-time employment while the children are at school.

TRANSPORTATION. Many workers with low incomes must rely on public transportation to get to their place of employment. On Oahu, the public transit system with its limited feeder routes in rural areas creates problems for the economically disadvantaged. On the neighbor islands, new and developing jobs are primarily in resort areas situated in outlying rural districts where there is no or very limited public transportation to assist workers in commuting to job sites.

DISCOURAGEMENT. A subtle barrier to employment can be discouragement with the job market. Repeated job denials, failures, or other barriers may discourage disadvantaged individuals from continuing their job search. Many of these individuals place themselves out of the job market.

DISCRIMINATION. Though laws have been passed to stop discrimination, it still remains a very real barrier to many would-be workers. Sex, race, physical handicap, age and arrest record are the most common illegal discriminatory criteria that employers sometimes use, blinding them to job specific qualification an applicant might have. As a result, these people often are forced into low paying occupations.

Disadvantaged older workers and youths generally encounter employment problems due to their age. Employers usually prefer to hire a younger worker over an older worker, especially if the job requires physical exertion. Teenage youths generally lack the experience and or skills required for many types of jobs.

The Department of Labor and Industrial Relations has published "A Guide for Application Forms and Interviews" which list lawful and unlawful job interview inquiries. During pre-employment interviews, any inquiry is forbidden which is designed to elicit information as to race, color, ancestry, age, sex, religion, physical handicap, marital status or arrest and court record unless based on a bonafide occupational qualification. For more information contact the Enforcement Division of the Department of Labor.

OTHER BARRIERS. There are several other barriers keeping people from employment. These include: job hopping; employment history; unwillingness to relocate; personality conflict with employer; unrealistic salary demands; lack of interest due to some cash resources; garnishment; health problems such as handicapped, overweight, and physical and/or mental illness; personnel problems (lack of motivation, alcoholism or drugs); and care of family (elderly person or handicapped person).

SUMMARY OF SELECTED EMPLOYMENT AND TRAINING PROGRAMS

To help reduce joblessness several manpower programs are available to train people for jobs, match jobs with people seeking jobs, and provide transitional employment opportunities. Legislation on both the national and state levels provide the financial mechanism for the creation of employment and training programs. During fiscal year 1981 (October 1, 1980 to September 30, 1981), $38.7 million was allocated from federal funds and $18.3 million from state sources.

The Comprehensive Employment and Training Act (CETA) of 1973 was a landmark development in the federal government's approach to the provision of employment, training, and related services which seek to alleviate some of the problems caused by unemployment and underemployment. CETA funds are allocated to state and local governments which design programs best geared toward the unique problems of their areas.

The general underlying objective is to provide comprehensive and supportive employment services to unemployed, underemployed, and economically disadvantaged persons. Services are provided to special groups such as youths, older workers, native Americans, offenders, migrant and seasonal farm-workers, persons of limited English-speaking ability, and others.

Some services authorized under the Act include classroom and on-the-job training, supportive services, counseling guidance, work experience, research and development of labor market information. (Prospectively, CETA will be replaced by a new employment training program.)

The Private Sector Initiative Program (PSIP) is an extension of the CETA program into the private sector. It was implemented in 1978 on the basis that almost 80 percent of the jobs are in the private sector. Hence, employment and training programs should address the concerns of business and industry. PSIP establishes Private Industry Councils (PIC's) with representatives from industry, business, organized labor, community-based organizations, and educational institutions, to participate with CETA prime sponsors in making employment and training programs more responsive to local employment needs. The PIC's serve as a key link between government and the private sector in increasing employment opportunities for the unemployed and economically disadvantaged.

Specifically, PIC's refer well-qualified workers to employers; set up on-the-job and formal classroom training programs; provide assistance to employers to increase upgrading opportunities for entry level workers; and give management assistance in the areas of management and employee development and manpower planning.

In fiscal year 1981, 645 workers were assisted by PSIP.

Apprenticeship Program develops skilled craftworkers through an organized training program to meet the demand and supply needs of apprenticeable occupations. Requirements vary with the apprenticeship occupation but, generally, individuals 16 years or older, with mental and physical capabilities to participate in the program, are eligible. An aptitude for the job and a high school education or passing the General Educational Development (GED) test are usually required.

During fiscal year 1981, the number of persons who enrolled in the program was 2,634.

Employment Service (ES) provides comprehensive manpower services to jobseekers and employers. All U.S. citizens and eligible aliens may register. Unemployment Insurance claimants (except union members in good standing with and receiving placement services from a union), welfare and food stamp recipients who are able to work are required to register with ES.

ES regularly contacts employers in the private sector to solicit job openings and to assist employers in obtaining workers. Manpower services offered are testing, counseling, job information, job placement and follow-up. Job placement opportunities include unsubsidized and subsidized employment. Subsidized training and employment are available under programs such as the Work

Incentive (WIN) and CETA. Supportive services include: child care, health, and transportation.

Employment Service placed a total of 39,270 applicants in jobs during fiscal year 1981.

The Targeted Jobs Tax Credit (TJTC) program is an inducement to private employers to hire workers from certain groups experiencing high unemployment or facing difficulty entering the labor force. TJTC is an elective income tax credit which can be applied to the wages that private employers pay to some target groups of employees hired before January 1, 1983.

Under the TJTC program, employers who hire members of specific target groups can claim federal income tax credits of up to $3,000 in the first year of employment and up to $1,500 in the second year for each qualified employee hired. The credit applies only to employees hired into a business or trade. Maids, chauffeurs and other household employees do not qualify for the credit.

The target groups are: General Assistance (welfare) recipients, handicapped individuals referred by state vocational rehabilitation services or the Veterans Administration, Supplemental Security Income (SSI) recipients, economically disadvantaged Vietnam-era veterans, certain ex-offenders, youth 18-24, from economically disadvantaged families, youth 16-19, who are economically disadvantaged and participating in an approved cooperative education program, public service workers under the CETA program who have been involuntarily terminated, and recipients of Aid to Families with Dependent Children (AFDC) and WIN participants — whose program is due to expire at the end of September 1982.

OUTLOOK

Hawaii's economy will remain sluggish through most of 1983 unless interest rates head downwards and tourism heartily rebounds. Other factors which will be necessary to turn around the bleak economic situation will be the enactment of the third phase of the tax cut in mid-1983 and a continued drop in the rate of inflation. Regardless, the state's employment will rise as it has in the past. Unemployment may climb, too, and the jobless rate is expected to stay at high levels through most of 1983.

In recent months, the visitor count has been increasing and picking up momentum. More promotional effort is being made by the visitor industry to tap not only the usual markets from which tourists come from such as the Mainland, Canada and Japan, but other potentially significant contributors such as Europe, in particular Great Britain and West Germany, and Australia. If tourism continues on its upbeat course, the state's economic health should look rosier.

In spite of the uncertain visitor industry, hotel employment is expected to expand in 1983. The Mauna Lani Bay Hotel on the Big Island will be ready for business at the beginning of the year and the Halekulani on Oahu will reopen its doors after a couple of years of renovation.

An increase in trades is anticipated in 1983 with the leasing of retail space at the recently constructed Kukui Grove Center on Kauai and the Windward Mall on Oahu.

The outlook for the local construction industry, like that of the nation in 1983, will be heavily dependent on the movement of interest rates. In the last year, exorbitant rates have discouraged builders, slowing or delaying the start of new construction. Private permit authorizations are down from a year ago. In addition, many projects will be approaching completion in 1983, namely the 1001 Bishop St. building, the Central Pacific Plaza, and the Executive Center on Oahu, the shopping centers on Kauai and Oahu, and the Mauna Lani Bay Hotel on the Big Island.

The agricultural sector faces rough times ahead. Sugar companies are in the process of cutting back operations in order to contain their losses due to higher costs and low sugar prices. Some acreage is being diverted to macadamia nut usage. More companies are converting cane leaves and stalks into bagasse to burn and supply electricity for plantation operations. Pineapple growers are also in a transition period, weighing the fresh product against the canned version as the latter is threatened by stiff foreign competition. Additionally, a world oversupply of pineapples is creating depressed prices. While the production of diversified crops such as guavas, anthuriums and proteas, and prawns appears to be developing successfully, the marketing of these products and others have not kept pace, requiring much more research and testing.

Government jobs will hold steady in 1983. Federal positions are expected to gain with the Reagan administration's emphasis on defense. At the state and local levels, very little change is anticipated as tight monies will restrain growth.

DEFINITIONS

TOTAL RESIDENT POPULATION includes current residents, residents who are temporarily absent, and armed forces stationed in Hawaii. Excluded are visitors present as well as former residents attending school or serving in the armed forces on the Mainland or abroad.

CIVILIAN RESIDENT POPULATION includes all civilian residents living in the State, those residents temporarily absent from the State, and civilian dependents of military personnel stationed in Hawaii. It excludes visitors and all military personnel.

CIVILIAN LABOR FORCE is the total labor force excluding those individuals in the armed forces. (i.e., all civilians, 16 years and over, classified as employed or unemployed.

EMPLOYED is a count of the total number of individuals who are working in Hawaii, regardless of how many jobs a single individual may have. Essentially, each working person is counted only once. It makes no difference whether the person has one job, two jobs, or any number of jobs. Employed persons are defined as those who:

- work as paid employees, or work in their own business, profession, or farm, or work at least 15 hours as unpaid family workers in a family-operated enterprise;
- are not working but have jobs or businesses from which they are temporarily absent; or
- work and are citizens of a foreign country, temporarily in the United States, and are not living on the premises of an Embassy.

Excluded are those whose only activity consists of work around their own home (such as housework, painting, and repairing) or those involved in volunteer work.

UNEMPLOYED is the number of individuals who are not working and who:

- make specific efforts to find a job and are available for work,
- are waiting to be called back to a job from which they have been temporarily laid off, or
- are waiting to report to a new job within 30 days.

UNEMPLOYMENT RATE is the percentage of people in the civilian labor force who are unemployed (unemployed divided by civilian labor force).

WAGE AND SALARY JOBS **NONAGRICULTURAL WAGE AND SALARY JOBS** represent a count of jobs in private industry, excluding agriculture, and of civilian jobs in government. The basis for this figure is the total number of jobs tabulated from establishment payrolls during the survey week in each month (the week which includes the 12th). Included are both permanent and temporary jobs and those which are full-time or part-time. Employees on a payroll listing who are on paid sick leave (when pay is received directly from the employer), on paid holiday, paid vacation, or who worked during any part of the survey week are counted. Persons on the payrolls of more than one establishment during the same reference week are counted in each establishment which reports them, whether the duplication is due to turnover or multiple job holding. The enumeration does not include pensioners, members of the armed forces, self-employed, domestics in private households or unpaid family workers, and persons on leave of absence without pay.

AGRICULTURAL WAGE AND SALARY JOBS represent a count of jobs in agriculture. These estimates are derived in cooperation with the State Department of Agriculture.

GEORGE R. ARIYOSHI, Governor
State of Hawaii

JOSHUA C. AGSALUD, Director
ROBERT C. GILKEY, Deputy Director
Department of Labor and Industrial Relations

Prepared by:
RESEARCH AND STATISTICS OFFICE
FREDERICK PANG, Chief

LABOR MARKET AND EMPLOYMENT SERVICE RESEARCH SECTION
NAOMI HARADA, Supervisor
CLAIRE MASAKI, Research Statistician
VICKI LAU, Research Statistician
LELANI TERUYA, Research Statistician
ALLAN WONG, Research Statistician

Data from:
LABOR FORCE INFORMATION UNIT
OPERATING STATISTICS AND STATE PROGRAM RESEARCH SECTION

In Cooperation with:
EMPLOYMENT SERVICE DIVISION
ROBERT AGENA, Administrator

Affiliated with:
EMPLOYMENT AND TRAINING ADMINISTRATION,
U.S. DEPARTMENT OF LABOR

JULY 1982